

NGLTF

12th annual

creating change

conference
november 10-14, 1999

Oakland

National Gay and Lesbian Task Force

The National Conference for the Gay, Lesbian,
Bisexual, and Transgender Movement



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**Congratulations NGLTF
on another successful
Creating Change conference.**



November 10, 1999

Dear Colleagues:

For twelve years, Creating Change has been the road that takes us from the way things are to the way things ought to be. We come together every year to explore new visions for our movement, to debate new strategies for change and to celebrate our collective accomplishments.

As we organize for a better tomorrow, we remember the maxim that all politics is local. The most important work in the GLBT movement is being done at the local and state level—the work that you are doing in your communities every day. For 26 years, NGLTF has been proud to play a small role in nurturing and supporting your dream for gay, lesbian, bisexual and transgender equality in towns and cities across our country.

Although we have had our setbacks this year, there is much to celebrate. We witnessed a record number of pro-GLBT bills in state legislatures and, for the first time, favorable bills outnumbered hostile legislation. With hundreds of rallies, lobby days, town meetings and speakouts in every state, DC, and Puerto Rico, we proved that Equality Begins at Home. NGLTF is proud to have supported that organizing with \$5,000 grants to every state.

We are just weeks away from marking a new century and with it, there will be many choices ahead. Each of us has a responsibility to acknowledge and to speak up against all expressions of discrimination, scapegoating, and violence. Our struggle must be focused, but it must not be narrow. We cannot expect others to be there for us if we are not there for them. We demand a world in which each of us is able to realize our whole selves in every movement for social change.

On behalf of our board and staff, I pledge to you that NGLTF will continue to lead the way in the quest for freedom for gay, lesbian, bisexual and transgendered people. We're stronger than we've ever been and are proud to accept the challenge. Our freedom shall not be denied.

Now let's get to work!

Kerry Lobel
Executive Director

12th annual creating change 99 oakland

On behalf of the entire 1999 Creating Change Host committee, we welcome you to Oakland for the 12th Annual Creating Change Conference sponsored by the National Gay and Lesbian Task Force. We have worked hard to assemble a high-quality event and to assure that your stay in Oakland will be a pleasant one. Not only will you be treated to great workshops, plenaries, panels, forums and caucuses, but if you take the time to venture out, you will get a sense of what makes Oakland and the East Bay such a special place.

In the past ten years Oakland is a city that has—quite literally—risen from the ashes. After surviving the devastating '89 Loma Prieta earthquake and the '91 "Firestorm", both of which destroyed innumerable homes, historic buildings, roadways and bridges, Oakland has re-built and re-invented itself as the new Place To Be in the Bay Area.

Our new downtown is returning to the vibrant cultural center it once was in the early part of the century. There is much to see and much to do in downtown's Old Oakland, Chinatown and Jack London Square neighborhoods. You are also close to the center of Oakland's public transportation. The hub of the AC Transit bus line passes through Broadway & 14th Street and BART's (Bay Area Rapid Transit) trains stop at 12th Street just a few steps outside the Marriott City Center Hotel. Within moments you can be whisked away to the neighborhoods of Oakland, Berkeley and other East Bay cities, and—dare we mention—that city on the "other" side of the bay, San Francisco.

Oakland is a city with a proud history as a major metropolitan center. Whether it was the Gold Rush, the opening of the Transcontinental railway, the promise of jobs during the Depression and two World Wars, or today's High-Tech Revolution, millions have passed through Oakland and made Oakland their home. Though occasionally overshadowed by Berkeley's student and grassroots activist legacy, and San Francisco's special place in the heart of Queer Culture, Oakland has much to boast about in its recent and not-so-distant past.

Oakland is a progressive city that cares about its citizens. It has sweeping non-discrimination policies and protections. It was among the first cities in California to enact a "Living Wage" ordinance. It offers a Domestic Partnership registry to residents and benefits to City employees. It has supported and protected Medicinal Marijuana and Needle Exchange efforts to assist people living with AIDS and other life-threatening diseases. It is a dynamic, diverse city where all ages, races, genders, abilities, and customs coexist peacefully.

Oakland is at the forefront of state and national innovation. Whether in today's technological revolution or yesterday's (and tomorrow's!) political revolution, people of Oakland and the East Bay were part of the struggle. It was here in this region that Civil Rights and integration were a by-word before the 1960s; where 1964's Free Speech Movement, 1967's Stop the Draft Week, 1969's People's Park and Anti-War Movement began; where the Black Panthers were founded and the United Farm Workers organized support and demanded justice. Whether the issue is Apartheid in South Africa, war in Central America or manufacturing plant closures and military base conversions in the local area, the LGBT movement here has been a part of the general social movement and found support from many allies in return. Oakland's success in coalition-building allows the movements of the day to live and breathe here.

Thus it is appropriate that the last Creating Change of the 1900's takes place here! Our local Host Committee members and volunteers have worked hard to gather resources that will help guide you through the Conference and through our fine city. We hope you are able to seek out what interests you most, and invite you to bring your questions to the Hospitality table staffed in the registration area, or if necessary to approach any one of us Host Committee Members or local volunteers, with your suggestions, special needs or even a word of encouragement. We are all here to help make the conference event more pleasant in any way reasonably possible.

We hope you will enjoy the conference, the hotel, and Oakland as we Create Change in 1999!

Michiko Bailey Brenda Crawford Yosenio Lewis Karin Swann Jonathan Winters
Host Committee Co-Chairs



WILMA CHAN
PRESIDENT
SUPERVISOR THIRD DISTRICT

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November 11, 1999

Dear Friends:

I extend a warm welcome to the National Gay and Lesbian Task Force "Creating Change" conference. Oakland and Alameda County are proud of our history of diversity, tolerance and inclusively.

The 150 workshops, discussions and trainings to be held during the conference will strengthen the skills and abilities of participants to actively engage in the legislative and electoral process. The strategies participants will learn about are important in our effort to build a society where every community member is treated with respect and dignity.

Again, welcome to Alameda County. I wish you every success at the conference.

Best wishes,

Wilma Chan
President,
Alameda County Board of Supervisors

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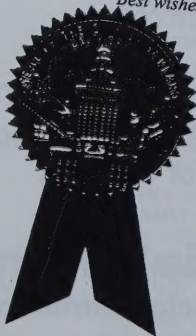
WELCOME

On behalf of the people of Oakland, it is my pleasure to welcome the participants in the 1999 12th Annual Creating Changes Conference to our city.

Oakland honors those who have chosen our city as the site of their events. In particular, the National Gay and Lesbian Task Force is to be commended for their efforts to promote respect for all people throughout the past 27 years.

I encourage you take advantage of all that this city has to offer during your stay.

Best wishes for an enjoyable conference.



Respectfully,

JERRY BROWN



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honorary host committee

The National Gay and Lesbian Task Force is especially grateful to our first-ever Creating Change Honorary Host Committee.

The Honorary Host Committee members assisted us in contacting many dozens of potential corporate sponsors and underwriters for the Creating Change Conference. We thank them for their support and invaluable help in this project.

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exhibitors

The Creating Change Conference welcomes exhibitors and vendors to our conference. We encourage all attendees to take advantage of the opportunity to meet, greet, and sample the wares of the exhibitors and vendors in our Community/Business Expo. Exhibitor and vendor tables are located in the East Hall area of the Oakland Marriott City Center Hotel.

Thursday 3:00 PM - 10:00 PM
Friday & Saturday 8:00 AM - 8:00 PM
Sunday 8:00 AM - 3:00 PM

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 Universal Fellowship of Metropolitan Community Churches

(List complete as of press time)

child care

Childcare at Creating Change is provided by Karen Gibson, an independent child care provider who specializes in event child care. Karen will be joined by Norma Perez and Shauna Gibson. Child care will be located in a hotel guest room. Please check in the conference registration area for the exact room location. Please plan to pick up your child for lunch. Child care is available during the following hours:

Friday, Nov. 12, 9:00 AM - 6:00 PM
Saturday, Nov. 13, 9:00 AM - 6:00 PM
Sunday, Nov. 14, 9:00 AM - 3:00 PM

gay.com cybercafé with training by glaad

For the seventh year, Creating Change features a cybercafé for your cruising pleasure! This year, the café is sponsored by Gay.com and features top-notch training from the Gay and Lesbian Alliance Against Defamation (GLAAD). The cybercafé hours mirror the exhibit space. During workshop slots, GLAAD will be conducting trainings on "Calling All Virtual Couch Potatoes: Get Cyberactive!" and "WebBuilding: Launching and Promoting a Web Site." See the workshop listing for specific offerings and times. Due to limited capacity, sign up in the cybercafé each morning for that day's sessions. The café is open for surfing during non-workshop hours.

Thursday 3:00 PM - 10:00 PM
Friday & Saturday 8:00 AM - 8:00 PM
Sunday 8:00 AM - 3:00 PM

meditation/quiet space

Conference attendees are welcome to utilize the Meditation/Quiet Space, located in Suite 418. Please respect this space and use it for your quiet contemplative activities: meditation, writing, chilling out from the hub-bub of the conference. Conversations, music, consumption of food and beverage should be done elsewhere. Thanks and be still.

Friday & Saturday 9:00AM - 8:00PM
Sunday 9:00 AM - 3:00 PM

elder hospitality suite

We are grateful to the Host Committee for coordinating the first-ever Creating Change hospitality suite especially for elders at the conference. Located in Suite 409, elders may utilize the space for rest and relaxation. Please drop in and enjoy refreshments and good company. The suite will be hosted by elders from the San Francisco Bay Area. All who are 55 and older are welcome.

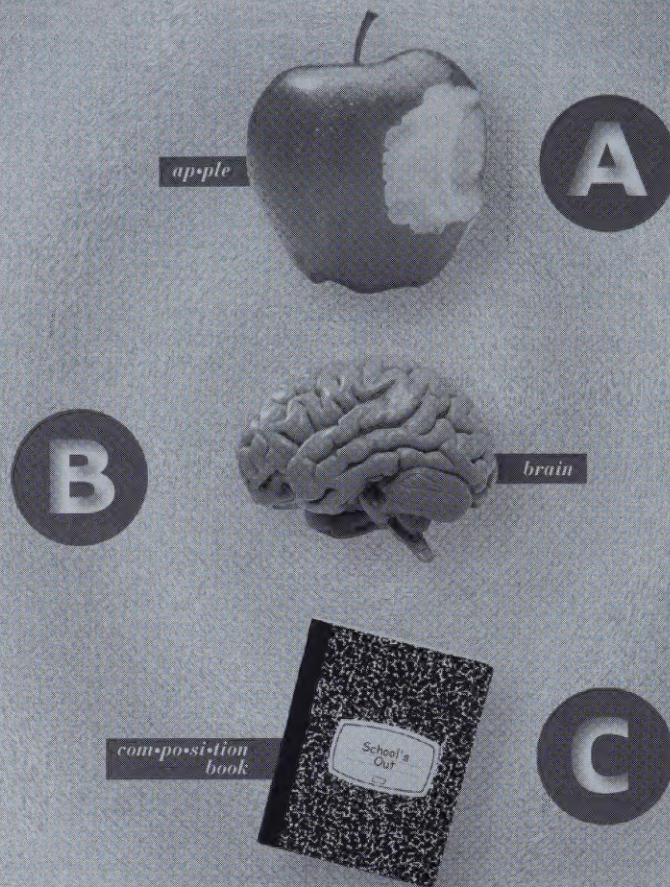
Thursday, Friday, Saturday, Sunday
Opening at 9:00 AM

audio tape cassettes

Plenary sessions and many workshops at Creating Change are being audio-recorded by HMR Duplications, a lesbian-owned Oakland company. Cassette tapes will be available for purchase during the hours of the Community/Business Expo in the East Hall. Please stop by the HMR Duplications table to purchase tapes or to pick up an order form.

(continued on page 11)

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audio tape cassettes

(continued from page 9)

Because on-site purchases of tapes are discounted, it is wiser to buy the tapes before you go home. As well, you will have a more clear idea of which tapes best suit your needs while the conference buzz is still fresh in your mind. Audio tapes of conference sessions are a wonderful way to share the wit and wisdom of the hundreds of your colleagues at Creating Change. The tapes also serve as a valuable source of reference for sessions that you were unable to attend.

If you are a presenter, please be sure to use the audio-recording microphone during your presentations. Moderators, please be sure to repeat the questions of audience members into the microphone so that a complete rendition of the session will be recorded. Thanks!

Please note: Due to technical limitations, all sessions will not be recorded. Please check with HMR Duplications to determine which sessions are available on tape.

scholarship programs

The Creating Change Scholarship Program ensures the participation of activists and organizers who otherwise would be unable to attend due to a lack of personal or organizational funds to pay registration fees. The National Gay and Lesbian Task Force each year allocates thousands of dollars to underwrite registration for people who cannot afford it. This fund is greatly increased by other donations. We are grateful to the many individual registrants who contributed to the fund via the checkoff option on the Creating Change registration form.

Two organizations have also made important contributions towards the goal of making this year's conference accessible to activists and organizers in our communities. We thank the Gill Foundation and the National Youth Advocacy Coalition for their scholarship programs. The Gill Foundation funded attendance by activists from Colorado and neighboring states; the National Youth Advocacy Coalition funded attendance by youth activists from around the country. Scholarship programs such as these continue to build our movement from the roots up, where it matters most.

special thanks

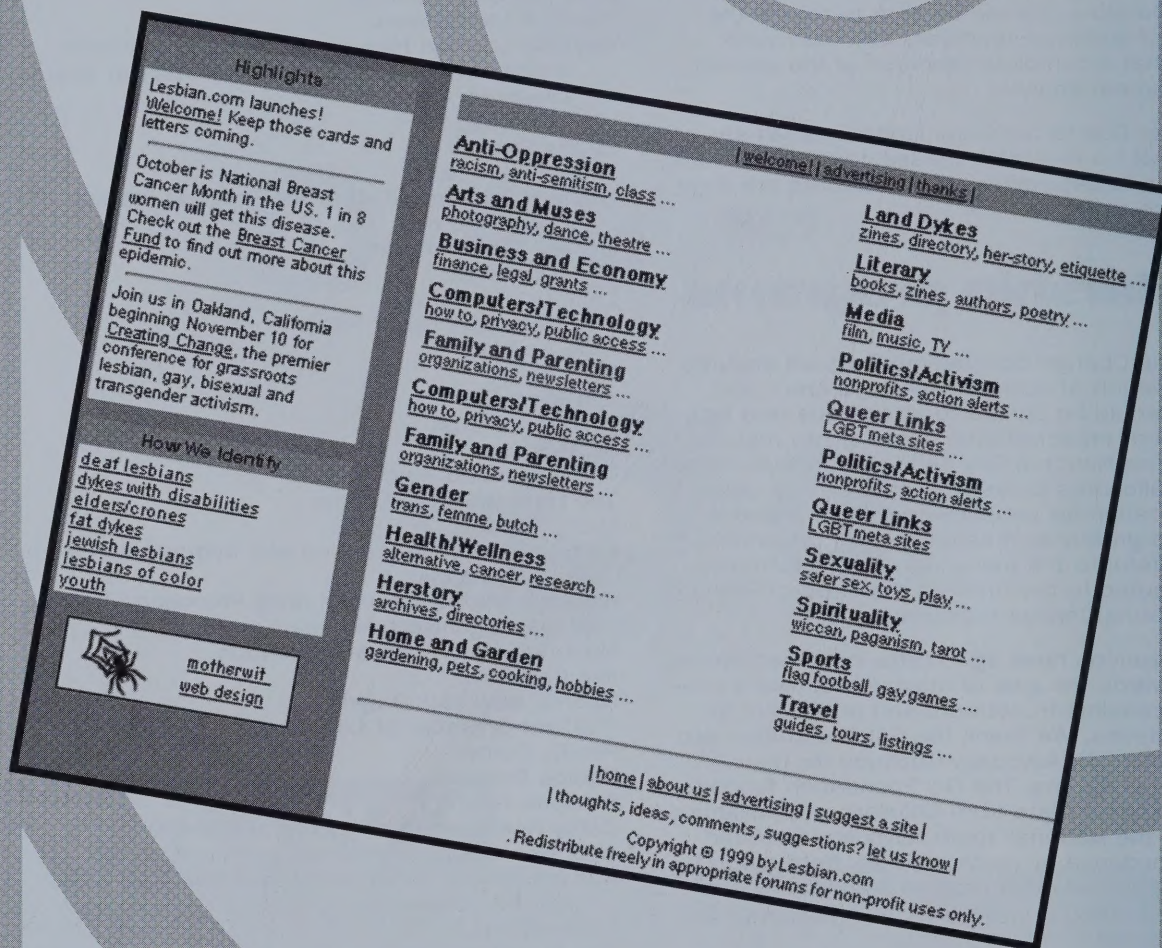
Many generous individuals and wonderful organizations have supported the twelfth annual Creating Change Conference. We are grateful to all for your interest, support, kindness and patience. In particular, we wish to acknowledge the contributions of the following:

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The Honorable Jerry Brown
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California Nurses Association
Californians for Fairness/ No on Knight
Californians for Justice
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Lisa Chunn and Esther Lee
Nancy Cunningham
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East Bay Pride/Stonewall 30
East Bay Queer Minyan
Family Pride Coalition
Gay and Lesbian Historical Society of Northern California and Center for the History of Sexual Diversity
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Teresa Haynes
Diane Harris and Staff of the Oakland Marriott City Center Hotel
Harvey Milk Institute
Just Desserts
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National Organizers Alliance
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Noah's New York Bagels
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Whole Foods
Robert Williams
The Honorable Kriss Worthington

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national gay and lesbian task force: what we do

The spirit of NGLTF is more than an organization. It is our board, staff, volunteers, and our extended family of activists and organizers. Modeling respect for local organizations and national leadership for social change, we are proud of the work we do and are honored to serve our movement at such an exciting time.

NGLTF's board of directors is a dedicated and hard-working group. Activists in their home communities, each brings a unique and valuable perspective to their national work with the Task Force. Our board is led by co-chairs Rachel Rosen (Santa Fe, New Mexico) and Jerry Clark (Washington, DC).

NGLTF's fearless leader is our executive director, Kerry Lobel. Under Kerry's leadership over the last three years, NGLTF has grown in size and visibility. She is joined on the organization's management team by director of development Sonya Shields, director of finance and administration Mary Farmer, and political director Rebecca Isaacs. Executive assistant Elise Jimenez aids Kerry on a daily basis, and is also responsible for board communications, staff travel, and operations duties.

development

NGLTF has a solid and loyal fundraising base of members and donors in every state. NGLTF's director of development is Sonya Shields. She supervises Task Force development efforts by both staff and board and is personally responsible for major donors and planned giving. Monique Meadows is our member services director. Membership services associate Julie Childs manages incoming cash and charge management, assists with our weekly volunteer night, and this year is coordinating volunteers for the Creating Change conference. Kenny Hill is our director of foundation and corporate giving, and coordinated a record number of sponsors for our Creating Change conference.

administration and finance

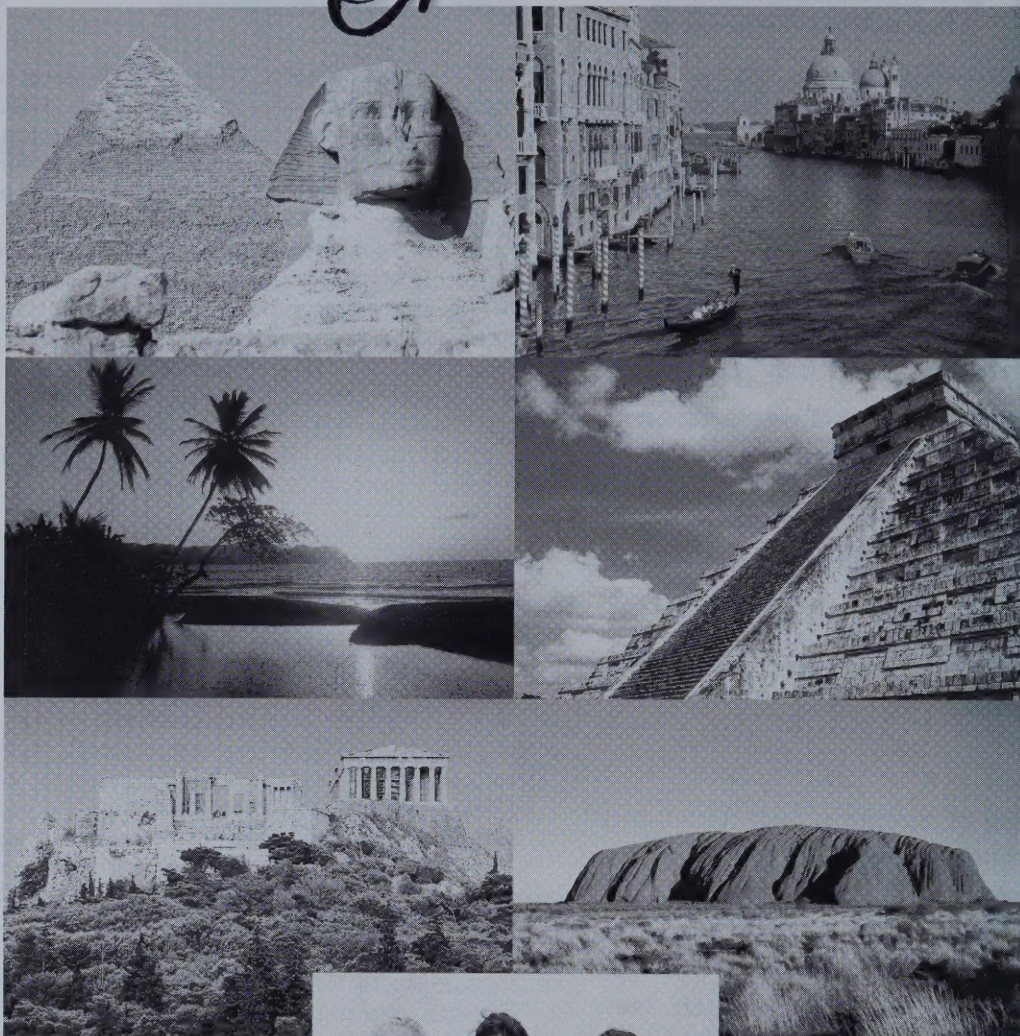
The Task Force would not be able to operate without the capable and dedicated Administration team. Longtime activist and business owner Mary Farmer is NGLTF's director of finance and administration. She oversees all financial records, coordinates production of the annual budget, and administers our personnel policies. Her trusty sidekick is our accountant Michael Lloyd. Operations assistant Joe Curreri keeps our office running in top form. Roxy White assists with our operations and administrative functions.

the policy institute

The Policy Institute of NGLTF is a think tank whose goal is progressive public policy development and strategic thinking. The Policy Institute engages in its activities through four programs: research and policy development; strategic action; progressive coalition building, and public education and media. Through its research, policy papers, meetings, Religious Leadership and National Policy Roundtables, and strategic projects, the Policy Institute presents accessible and useful materials and promotes long-range strategic thinking for the GLBT movement.

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Policy institute director Urvashi Vaid works out of our New York office. A movement visionary, Urvashi speaks to activists at conferences and gatherings across the country. Earlier this year, senior fellow Virginia Apuzzo joined the Policy Institute in the newly created Virginia Apuzzo Chair for Leadership in Public Policy. Research and policy analysis director Sean Cahill manages Policy Institute reports and the institute fellowship program, along with other strategic initiatives. Public information director Jason Riggs works on media for the Policy Institute.

Throughout the year, senior fellow Dave Fleischer has assisted communities facing ballot initiatives. The family values diva is Paula Ettelbrick, the family policy director at the Policy Institute. Rev. Ken South staffs the Policy Institute's aging initiative and coordinates the national Religious Leadership Roundtable. Jesse Heiwa keeps the new NYC office running smoothly.

ngltf's political program

NGLTF's political program covers three programmatic areas: organizing; advocacy; and communications. Rebecca Isaacs is NGLTF's political director who brings a wealth of experience to the Task Force as she oversees all of our political work. Betsy Gressler is our deputy political director, whose organizing is critical to our political programs, especially field organizing and the Creating Change conference.

field organizing

As a movement, we must build capacity at the state and local level. NGLTF invests resources into developing state and local political organizations. Field organizer Dan Hawes provides dedicated staffing to the Federation of Lesbian, Gay, Bisexual and Transgender Statewide Political Organizations. Dan also coordinates NGLTF's efforts to monitor, track, and report on legislation in all 50 states. Field associate Faisal Alam coordinated this year's youth leadership training, which brought together young GLBT activists from around the country to learn organizing skills.

Creating Change is the largest and most significant political gathering of gay, lesbian, bisexual and transgendered people in the country. Field organizer Sue Hyde is director of the Creating Change conference. She also heads up NGLTF's office in Cambridge, Massachusetts and does substantial local work in New England. Buzz Harris assists with Creating Change and with organizing projects in New England.

legislative advocacy

NGLTF advocates for the GLBT community at the state and federal level. Federal legislative lawyer Blake Cornish coordinates our federal activities, analyzing and drafting legislation, lobbying Congress and the Executive Branch, and developing national policy positions. State legislative lawyer Hector Vargas drafts state legislation, assists with strategy, and provides early warnings of emerging state legislative issues. Georgetown Law professor Chai Feldblum consults with NGLTF on a daily basis, bringing her substantial legislative expertise to bear on both state and federal issues.

communications

The Communications Program uses media opportunities to advance a public policy agenda; disseminates timely information to the GLBT and mainstream press. NGLTF appears regularly throughout the mainstream and GLBT press on a variety of issues. NGLTF spokespeople appear regularly in the local, regional, and national papers and news programs. NGLTF's communications director is David Elliot. NGLTF also provides a wide variety of publications. Public information associate Graham Segroves maintains NGLTF's publications and information library.

The heart of the Task Force is the creativity, resilience and vision of the thousands of GLBT people who have given their talent and energy to this organization over the last twenty-six years. We see our role as defending and advocating on behalf of our community while helping to build a diverse, multicultural social change movement. Our story is integrally linked to the broader movement for GLBT equality—a movement that has managed in the face of tremendous odds to move our agenda forward. Today we stand poised to transform our numbers into action and our actions into victories for freedom and equality.





Our hat's off to you.

Kaiser Permanente applauds the dedication and commitment shown by the National Gay & Lesbian Task Force in their tireless support of diversity in this country.

At Kaiser Permanente, we salute those unique organizations, like the Task Force, who make a difference in all our lives.



KAISER PERMANENTE®

plenary sessions

thursday, nov 11
8:00 pm

Politics Is A Many Gendered Thing

When we recognize the common ground among ourselves, gender expression and sexual orientation can combine to make powerful political analysis and action. Articulations of the transgender experience can provoke anxieties in many people and resistance in our own movement. This panel explores our evolution from "gay" politics to what we are creating: a gay, lesbian, bisexual and transgender movement for social justice.

- **Riki Anne Wilchins**, Executive Director, GenderPac, New York, NY
- **Sgt. Stefan Thorne**, San Francisco Police Department, Oakland, CA
- **Carmen Vazquez**, Public Policy Director, Lesbian and Gay Community Services Center, New York, NY
- **Dr. Carol Queen**, Author, Sex Educator, and Owner, Good Vibrations, San Francisco, CA
- **Moderator: Kerry Lobel**, Executive Director, National Gay and Lesbian Task Force, Washington, DC

friday, nov 12
10:45 am

An Accessible Movement

Accessibility means more than ramps, lifts, ASL and Braille. It means expanding concepts of our work, agenda and organizations. Our organizations can be more welcoming to people with different abilities. But, in order to become so, we may need to take a harder look at our organizations and consider whether access to community institutions, political groups and agendas, and social/cultural spaces is reality.

- **Janet Weinberg**, President, Board of Directors, Lesbian and Gay Community Services Center, New York, NY
- **Dragosani Renteria**, Queer Deaf Resource Center, San Francisco, CA
- **Gene Chelberg**, Assistant Director, Disability Services, University of Minnesota, Minneapolis, MN
- **Moderator: Chai Feldblum**, Legislative Consultant, National Gay and Lesbian Task Force; Professor, Georgetown University Law School, Washington DC.

saturday, nov 13
10:45 am

The Church As An Agent For Social Change

Spiritually-inspired communities have contributed fuel to social change movements, from Prohibition to the civil rights movement to the anti-war movements. Currently, queer activists and organizers struggle to overcome religiously-based anti-gay rhetoric. We are familiar with our adversaries who claim to be the hands of their God. But, many congregations and some denominations work side by side with GLBT organizers and groups to rid our world of heterosexism and homophobia. This panel examines the spiritual bases for the support of our religious allies and offers guidance in the concrete construction of a faith-based progressive movement.

- **Rev. Mel White**, SoulForce, Laguna Beach, CA
- **Rabbi Sharon Kleinbaum**, Congregation Simchat Torah, New York, NY
- **Rev. Kathi Martin**, United Church of Christ, Stone Mountain, GA
- **Moderator: Rev. Ken South**, Senior Policy Fellow and Coordinator of National Religious Roundtable, National Gay and Lesbian Task Force, Washington, DC

sunday, nov 14
11:00 am

Our Movement's Second Century

During the 20th century, social activists have worked to elevate minority sexual orientation from freak to chic. Yet despite our cultural and political visibility, we are still far from being equally dignified in law and public policy. As we turn a corner and move into our second century of activism, what lessons do we take with us? What are our successes and what will be our greatest vulnerabilities? This panel will examine how we need to retool our work to claim a proud past and a powerful future.

- **Urvashi Vald**, Director, National Gay and Lesbian Task Force Policy Institute, New York, NY
- **Susan Stryker**, Executive Director, Gay and Lesbian Historical Society of Northern California, Oakland, CA
- **Vera Martin**, Old Lesbians Organizing for Change, Apache Junction, AZ
- **Michael Scarce**, Author and Activist, San Francisco, CA

plenary sessions

Welcome to California, Land of the smoke-free bar.

We're proud that our state was the first to recognize that bartenders, like any other worker, deserve a safe workplace too.

Bartenders breathe a lot on the job, and the California Smoke-Free Workplace Law took effect January 1, 1998, giving all bar and restaurant workers in the state equal protection on the job from the dangers of second-hand smoke.

Bar patrons, especially the 82% of Californians who are non-smokers, benefit too. Gone are the burning eyes, the coughing and the wheezing that many of us used to experience after a smoke-filled night on the town. Gone are the cigarette burns, the spilled ashtrays, the stale smell that lingers on clothes and hair. Gone is the damage to something we can't see...the insides of our lungs. And as far as the workers are concerned, please consider this thought: Isn't clean air on the job a civil right?

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The California Smoke-Free Bar Program

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This ad was made possible by funds received from the Tobacco Tax Health Protection Act of 1988 -- Proposition 99, under Grant Number 96-26624 with the California Department of Health Services, Tobacco Control Section.

pre-conference institutes

The 1999 Creating Change Conference offers eight day-long pre-conference institutes that focus on critical issues and provide support and technical assistance to those taking on especially challenging tasks in their communities.

wednesday, nov 10

People of Color Organizing Institute

The People of Color Organizing Institute provides one of the very few opportunities for lesbian, gay, bisexual, two spirit, and transgendered people to meet together and to reclaim our histories, identify and discuss critical issues that impact our communities, plan our futures and create strategies for a truly cross-cultural progressive agenda. This Institute and the People of Color track of workshops provides time for elders and those new to the movement to talk about the work we do, both individually and collectively. The People of Color Organizing Institute dovetails into a series of three workshops, scheduled on Friday and Saturday, which will extend the experience of the Institute by offering technical support and resource exchange opportunities. Participants in this Institute and other interested activists of color at Creating Change are invited to gather on Sunday morning during the People of Color Institute Re-Group.

Faculty: **Surina Kahn**, *Political Research Associates, Somerville, MA* • **Michael Marinez**, *Esperanza Peace and Justice Center, San Antonio, TX* • **Coya Hope Artichoker**, *National Youth Advocacy Coalition, Washington, DC* • **Graciela Sanchez**, *Esperanza Peace and Justice Center, San Antonio, TX* • **Chandan Reddy**, *South Asian Lesbian Gay Association, San Diego, CA* • **Melisa Casumbal**, *National Youth Advocacy Coalition, Washington, DC* • **Salvador Vidal Ortiz**, *Saguaro Fund, New York, NY* • **Luz Guerra**, *Saguaro Fund, New York, NY* • **Don Kao**, *Project Reach, New York, NY*

Anti-Racism: Train the Trainers

This all-day training teaches organizers to conduct anti-racism trainings. The day includes experiential activities, a framework for anti-bias training, facilitation and intervention skills, and access to resources. This is NOT for personal or theoretical exploration, but rather to build the skills and confidence of anti-racism trainers. All are welcome.

Faculty: **Anne Rhodes**, *trainer and organizational consultant*

thursday, nov 11

Defeat the Anti-Gay Knight Initiative!

Door-to-door campaigning helps us identify gay and pro-gay voters (so we can make sure they vote) and gives us an opportunity to persuade critical undecided voters to oppose anti-gay ballot measures. Participants will learn how to conduct a large-scale door-to-door canvass in a city, town, neighborhood or county, so that you can be effective fighting the anti-gay marriage Knight Initiative or in any other campaign you care about. We will round out the Institute by door-knocking with volunteers in Oakland on Friday evening.

Faculty: **Dave Fleischer**, *Senior Fellow, Policy Institute of the National Gay and Lesbian Task Force, New York, NY* • **Brenda Barron**, *Assistant Field Director for Southern Organizing, Gay Lesbian Straight Educators Network* • **Erik Ludwig**, *Field Operations and Development Organizer, SAVE Dade*

Sex & Gender Liberation Institute

A vision of sexual and gender liberation: sexuality, desire, identities, needs, dangers, HIV/AIDS, class, race, sex and social change.

While we are not only sexual, we are our sexuality. Our attempts to obscure, deny, or disguise this essential truth weakens us politically and wounds us personally. The tendency to disassociate sexual liberation (and therefore sexuality) from the broader work of radical progressive social change is a movement-wide phenomenon that has significantly altered the philosophical underpinnings and political direction of the LGBT movement these last two decades. This institute will explore who we are as sexual people with varied and complex genders and erotic identities; the reasons for, and the impact of, the gradual but persistent silencing of sexual liberation theory and political practice in our movement; and the relationship of sexual liberation theory and practice to social justice work, gender discrimination and gender liberation.

Faculty: **Rosalynne Blumenstein**, *Lesbian and Gay Community Services Center, New York, NY* • **Terry Boggis**, *Lesbian and Gay Community Services Center, New York, NY* • **Margaret Cerullo**, *Hampshire College, Cambridge, MA*

(continued on page 21)

“

George Michael • Andrew Sullivan • Billie Jean King
• Nathan Lane • Anthony Rapp • Betty Berzon •
Dean Hamer • Lucy Lawless • Ani DiFranco •
Rupert Everett • Chastity Bono • Susan Love • John Rechy •
Barney Frank • Kevin Williamson • Jewelle Gomez • Steve
Kmetko • Melissa Etheridge • Lillian Faderman • Tim Gill •
Ross Bleckner • Gore Vidal • Diana Ross • Paul Rudnick •
Tommy Tune • k.d. lang • Tom Ford • Simon LeVay • Judy
Shepard • Greg Louganis • Richard Socarides •
Martina Navratilova • Janis Ian • Barbara Streisand
• Al Gore • Tony Kushner • Elizabeth Taylor

”

When they talk, they talk to us.

the Advocate

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And now we'll do the talking:

As the magazine of record for the lesbian and gay community,
The Advocate is proud to sponsor NGLTF's 12th Annual Creating Change Conference.

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Judith Halberstam, *University of California, San Diego, CA* • **Amber Hollibaugh**, *Gay Men's Health Crisis, New York, NY* • **Lydell Jackson** • **Karen Bullock-Jordan**, *Haymarket People's Fund, Somerville, MA* • **Richard LaFortune** • **Daviko Marcel**, *Justice Resources Inc., Boston, MA* • **Shannon Minter**, *National Center for Lesbian Rights, San Francisco, CA* • **Jeff Montgomery**, *Triangle Foundation, Detroit, MI* • **Susan Raffo**, *Minneapolis, MN* • **Chandan Reddy**, *South Asian Lesbian Gay Association, San Diego, CA* • **Eric Rofes**, *San Francisco, CA* • **Carlie Steen**, *Lesbian and Gay Community Services Center, New York, NY* • **Tony Valenzuela**, *Los Angeles, CA* • **Carmen Vazquez**, *Lesbian and Gay Community Services Center, New York, NY* • **Susan Wright**, *National Coalition for Sexual Freedom, Brooklyn, NY*

Youth Raise the Roof!

Learn the basics of organizing a queer youth-led, direct action campaign. Focus will be on community, as well as campus and high school organizing. If you think it's time to raise the roof, check this out!

There will be a simultaneous session conducted for veteran attendees of the past Youth Organizing Institutes and the NGLTF Youth Leadership Institute. All graduates of both these programs are invited to join M'Bwende Anderson of the National Youth Advocacy Coalition for a facilitated discussion of our national political movement and how youth organizing currently does or does not fit in to that larger entity.

Faculty: **Zak Sinclair**, *Youth Leadership Coordinator, LYRIC, San Francisco, CA* • **M'Bwende Anderson**, *National Youth Advocacy Coalition, Washington, DC*

Community Centers: Laying the Foundations For Social Change

The National Association of Lesbian & Gay Community Centers will facilitate a day of fundraising training, issue updates, technical assistance on board and volunteer management, and program development.

Faculty: **Richard Burns**, *Lesbian and Gay Community Services Center, New York, NY* • **Ann DeGroot**, *OutFront Minnesota, Minneapolis, MN*

Philanthropy and Social Change

Join us to expand your understanding of institutional and individual philanthropy and how it impacts the GLBT movement. Kim Klein, noted trainer, author and fundraising expert, will inform and inspire participants with an overview of the field of philanthropy, discussing the history of 'traditional' philanthropy, highlighting where progressive and queer philanthropy fit in the broader philanthropic sector. Kim will explore the role of philanthropy in building social change movements and look at traditions of giving within various cultures. Through small group discussion, participants will develop action steps to take back to their local communities.

Following lunch a diverse panel of philanthropists will explore the dynamics of how race, class and gender influence our work as fundraisers and donors. This practical session will debunk many myths about fundraising and donors and discuss the political realities and power dynamics of our work and how to address them. Experienced and newer donors will share their motives for giving and the challenges of encouraging others to fund a progressive social change agenda.

Facilitated small group dialogues will continue the conversation expanding on the issues raised by the panelists. How do the constructs of race, class, gender and sexual orientation influence the development and implementation of a fundraising or giving plan? What support do we need to move a progressive social change agenda within philanthropy? What can you do in your community to advance this work?

Relax with your colleagues and meet new friends during an informal reception for participants at the end of the Institute.

Faculty: **Katherine Acey**, *Executive Director, Astraea Lesbian Action Fund, New York, NY* • **Nancy Cunningham**, *Executive Director, Working Group in Funding Lesbian and Gay Issues, New York, NY* • **Lila Gracey**, *Coordinator, OutGiving Project, Washington, DC* • **Ellen Gurzinsky**, *Executive Director, Funding Exchange, New York, NY* • **Kim Klein**, *Chardon Press, Oakland* • **Leonie Walker**, *Donor Activist, Portola Valley, CA* • **Kimberley Aceves-Denyer**, *San Francisco Urban Service Project, San Francisco, CA* • **Joan Garner**, *Southern Partners Fund, Atlanta, GA* • **Mike Roque**, *Grassroots Institute for Fundraising Training, Denver, CO*

(continued on page 23)

Support "Creating Change" with a Subscription to The Advocate!

As a proud sponsor of this conference, The Advocate is offering direct donations to NGLTF when you order a new subscription: \$10 if you pay with order; \$2 if you ask to be billed. Just fill out this form and turn it in at the NGLTF exhibit table anytime during Creating Change along with payment information.

YES! Enter my subscription to The Advocate benefiting NGLTF for one full year (26 issues) at only \$39.97 (payable to The Advocate)

Option 1: A \$10 donation will be made directly to NGLTF.

- ☐ Here's my check for \$39.97 (payable to The Advocate)
☐ Bill my credit card \$39.97 ☐ Visa ☐ MasterCard ☐ American Express



Option 2: A \$2 donation will be made directly to NGLTF.

- ☐ Enter my 3 free issue trial subscription. If I like The Advocate, I will continue to receive the balance of my full year for \$39.97.

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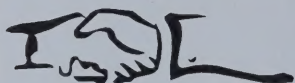
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CREATING CHANGE 99



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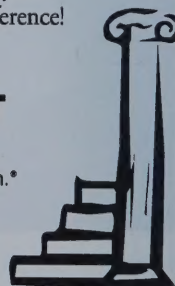
Beyond the bottom line, the greatest reward of business is bringing people together - to network, create and build a stronger community at large.

That's why AT&T proudly supports a variety of activities and events in the Bay Area.

On behalf of the AT&T employees in the Bay Area, enjoy the conference!



It's all within your reach.*



thursday, nov 11

GLBT People in Non-GLBT Social Justice Organizing

Throughout the country there are countless GLBT people active in a broad range of social and economic justice movements. In the context of many different struggles we do our best to raise GLBT issues, as well as a political perspective informed by our own sexuality. At the same time, many of us are hard at working trying to bring the issues and perspectives of other struggles into the GLBT movement. While sometimes rewarding, none of this work is easy and we are often left wondering where we can turn for much-needed support.

This Institute is that place. Building from our personal experiences, we will address some of the questions we face every day: why do we do this work as queer people? How do we make political choices about where to put our energy? What seems to be working and what is not? While grounding the discussion in our concrete experiences, we will also address our common challenges: what are our visions and goals, what are the opportunities and barriers before us? Where are the possibilities for alliance and unity?

Faculty: • **Leslie Cagan**, veteran activist and organizer • **Rinku Sen**, Co-Director, Center for Third World Organizing • **Mary Beth Maxwell**, Jobs with Justice • **Connie Leeper**, Highlander Education Center

meeting our spiritual needs at creating change

NGLTF is grateful to the Host Committee for its work to plan, organize and coordinate conference activities that meet spiritual needs. We invite you to participate in and partake of these important conference elements, designed to soothe and renew our spirits and refresh our minds.

MUSLIM PRAYER SERVICE

Friday, 1:00 PM

Boardroom 417

NGLTF staffmember Faisal Alam and friends from Al-Fatiha (LGBTQ Muslims & Friends) gather for the first-ever Muslim prayer service at Creating Change.

SHABBAT SERVICE

Friday, 7:30 PM

Boardroom 417

Members of the East Bay Queer Minyan will lead the Shabbat service. Please join Sharon Snyder and Oren Slozberg and others for a Creating Change tradition.

A CELEBRATION OF GAY, LESBIAN, BISEXUAL AND TRANSGENDER SPIRIT

Saturday, 7:30 PM

Oakland Convention Center Room 208

A rare gathering of many GLBT traditions, joining together to celebrate our spiritual diversity. This celebration will feature: Two Spirit Drumming Circle; Gospel Singing; Reclaiming Ritual: "She Changes Everything She Touches"; Jewish Havdalah Ritual; Buddhist Ritual; Hawaiian Hula Dance; and more!

We will also honor the four Bay Area Baptist congregations that were expelled from their denomination for welcoming GLBT people.

Join us for an hour of song, dance, and ritual!

12 step / recovery meetings

We thank the Host Committee for programming and coordinating 12 Step/Recovery meetings at Creating Change. These meetings make more possible the safe and healthy participation in the conference by people in recovery. Please check your conference grid schedule for the specific room locations of the following meetings:

FRIDAY:

Narcotics Anonymous 1:00 PM

Overeaters Anonymous 1:00 PM

Leather & Recovery 7:30 PM

Adult Children of Alcoholics/Co-Dependents

Anonymous 7:30 PM

SATURDAY:

Sex and Love Addicts Anonymous 1:00 PM

Alanon 1:00 PM

Pagan Recovery 7:30 PM

Alcoholics Anonymous 7:30 PM

SUNDAY:

12 Step Share-A-Thon 9:00 AM

spiritually

recovery

The Port of Oakland

The Port of Oakland is committed to building new partnerships with the Oakland community. Under the leadership of John Loh, President of the Oakland Board of Port Commissioners, new initiatives are being forged to increase our partnerships. The Port of Oakland encourages and facilitates full and equitable opportunities for small and local businesses, including those owned by minorities and women, to participate in construction and professional services contracts and to provide goods and services. It is the Port of Oakland's policy that no discrimination shall be permitted in contracting or sub-contracting of Port contracts.

The efforts of the Port of Oakland's Office of Equal Opportunity are directed to:

- Ensuring non-discrimination in all of its procurement activities.
- Increasing the participation of small local contractors, consultants, service providers and vendors. The office does this through outreach, education and technical assistance.
- Building partnerships with community organizations through open communication, promotion of the port's programs and encouragement of business participation in conferences, seminars, workshops, and Port-sponsored meetings.

Please call the Office of Equal Opportunity at (510) 272-1100 for information about the Non-discrimination and Small Local Business Utilization Policy for the Port of Oakland.



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new this year!

A series of eight all-day trainings on Friday and Saturday designed to help you flex your political muscle! These exciting sessions cover leadership development, fundraising, grassroots organizing, lobbying, media skills, organizational planning. They are designed for activists working on social justice work at the state and local level.

- **There is no additional registration fee!**
- **Session sign-up is required at the conference registration area.**
- **Participants are expected to stay in the session for the entire day.**

Be part of this exciting first time offering at Creating Change!

friday, nov 12

A Loom with a View: Weaving the Web of Sustainable Leadership

Simmons 2/3

You have a thousand things to do: people to contact, a grant to write, an overdue call to the mayor's office, finding someone to photocopy the newsletter, asking that donor for another gift...it's rare that we actually take time for ourselves as leaders to thoughtfully explore the things that can make us better leaders. This session will examine 5 key practices that help leaders earn their followers' confidence and get

extraordinary things done. In addition, we will look at how taking good care of ourselves also strengthens the movement—we'll weave those two ideas together to create a leadership life you can live without frying yourself to a crisp. Come prepared to work hard in this participatory session!

Goals for the day:

- Explore the behaviors associated with leadership credibility
- Participate in a self-assessment of leadership skills
- Identify the relationship between self-care and organizational viability
- Develop 5 skills associated with leadership characteristics that followers admire
- Compare the behaviors of heroic vs. post-heroic leadership and their relationship to burn-out

Intended audience:

Participants should currently serve in a leadership capacity for their organization.

Faculty: **Sioux Thompson**, Vice President, Organizational Development and Culture, OptimaDirect, Inc., Silver Spring, MD • **Andrea Sigetich**, Principal, Andrea Sigetich Affiliates, Sandy, UT

The Thrill of Planning and the Agony of Indirection: Effective Organizational Planning Techniques

Oakland Convention Center 207

Is your organization pulled in different directions? Do you keep lurching from crisis to crisis? Ever feel like you have no time left over to accomplish your organizations' priority projects? Operational planning can help! Follow this team-building process to establish measurable short and medium-term goals for an organization and a plan to meet them. This session will train participants on how to implement the fundamentals of operational planning throughout an organization. The training will open with a review of the key components of operational planning. Session members will then be trained in the fundamentals of operational planning through facilitated small group participation around common regional and organizational development issues.

WE ARE MANY

TRANSMEN AND FTMS

Identities, Bodies, Genders, and Sexualities
JASON CROMWELL

Writing as an insider, a transmen and anthropologist, Cromwell presents the first in-depth examination of what it means to be a female-bodied transperson.

"A definitive work. . . . Brings to life the issues faced by transmen and highlights the distinctions between the FTMs and MTFs. This is a cutting edge work, innovative and insightful."

— Anne Bolin, author of *In Search of Eve: Transsexual Rites of Passage*

Cloth, \$42.50; Paper, \$19.95

Winner of the Ruth Benedict Prize given by the Society of Lesbian and Gay Anthropologists

TWO-SPIRIT PEOPLE

Native American Gender Identity, Sexuality, and Spirituality

EDITED BY SUE-ELLEN JACOBS, WESLEY THOMAS, AND SABINE LANG

"The major achievement of this book is defining the unique and necessary role Gay people play in a community, especially the Native community."

— *The Washington Blade*

"The first book to provide an intimate look at how many two-spirit people feel about themselves."

— *Feminist Bookstore News*

Cloth, \$44.95; Paper, \$19.95

THE LESBIAN FAMILY LIFE CYCLE

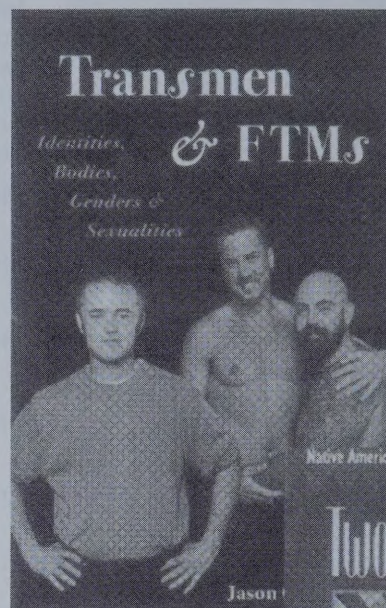
SUZANNE SLATER

This is the first book to examine the special bonds and stresses common to lesbian families and to provide a five-stage working model for the development of lesbian couple relationships.

"Opens the inner door to the lives of lesbian couples where strength, fortitude, and inventiveness guide them through a life journey absent of maps or societal support."

— Stanley Siegel, author of *Uncharted Lives: Understanding the Life Passages of Gay Men*

Paper, \$14.95



Native American Gender Identity, Sexuality, and Spirituality

Two-Spirit People



Edited by Sue-Ellen Jacobs, Wesley Thomas, and Sabine Lang

STRAIGHT WITH A TWIST

Queer Theory and the Subject of Heterosexuality
EDITED BY CALVIN THOMAS

This engaging collection poses the question, Can straight people think queer? It also offers a refreshing look at the relation between queer theory and critical examinations of the construction of heterosexuality.

"Fulfills one promise of queer theory, making sexuality visible, and hence making heterosexuality visible, especially in its more commonplace, taken-for-granted versions."

— Michael Kimmel, author of *The Politics of Manhood*

Cloth, \$49.95; Paper, \$18.95

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Goals for the day:

- Develop the skills necessary to implement operational planning within your organization
- Incorporate operational planning into the work of your organization
- Develop a complete operational plan for key issues facing similar organizations
- Develop plans of action for incorporating operational planning within the leadership of their organizations

Intended Audience:

Participants should be a lead staff person, president, co-chair, or board member of a national, state, or local political organization or community center. Previous experience with operational planning is not required.

Faculty: **Dan Hawes**, *Field Organizer, National Gay and Lesbian Task Force, Washington DC* • **Giev Kashkooli**, *Operations Manager, United Farm Workers of America, AFL-CIO, Los Angeles, CA*

Media Essentials / Media Presence

Jewett B

What are the basic tools and strategies for successfully garnering media visibility for your organization, project, event or campaign? Why are media skills important to activists and organizers? Learn how the media operate and how different types of media assess the value of stories; how to build a media list; how to write effective media releases and how best to pitch a story to reporters, editors, and assignment editors. You will learn how to better navigate media interviews; how to answer the tough questions and how to prepare for debate format interviews; how to handle audience call-in sessions, and other challenging situations. You will have an opportunity to participate in small-group work, especially in the areas of message development and interview preparation, as well as on-camera and other mock interview situations.

Goals for the day:

- Build a media list for use in their home communities
- Write an effective media release and be able to pitch a story
- Develop a message in preparation for an interview
- Respond to interviewers' questions, as well as call-in questions from a listening audience
- Deliver a message in digestible sound bites

Intended audience:

Media coordinators from community-based organizations; organizational leaders who manage media operations; all who are interested in becoming better acquainted with how media works and how to work with media.

Faculty: **Cathy Renna**, *Director of Community Relations, Gay and Lesbian Alliance Against Defamation, Washington, DC* • **Jane Ralph**, *Educational Services Manager, Gay and Lesbian Alliance Against Defamation, Kansas City, MO* • **Joan Garry**, *Executive Director, Gay and Lesbian Alliance Against Defamation, New York, NY*

saturday, nov 13

Grassroots Political Organizing: Don't Just be Fabulous—Be Strategic, Powerful, AND Fabulous

California

Do you want to win real improvements in your local community? Do you want to better use power as an activist and organizer? Do you want to build your organization into one that works for social change for the long haul? Grassroots Organizing teaches you the principles of organizing. Learn about direct action organizing and how it is different from advocacy. Analyze forms of power and how you can make them work for you. Choose the right issue for your organization. Build a strategy chart for use in your issue campaigns! This training will present you with useful tools to build your skills as an organizer and learn new tools to further your social justice work.

Goals for the day:

- Turn a problem into an organizing issue
- Strategically choose the appropriate issue around which to organize
- Analyze the power relationships and how to use it to your advantage
- Build a strategy chart for your issue campaign

Intended audience:

Participants should be activists from national, state, or local political organizations who are ready to become powerful organizers for social justice.

Faculty: **MK Cullen**, *Executive Director, Equality North Carolina, Durham, NC* • **Julio Rosa**, *Campaign Coordinator, National Network of Grantmakers, San Diego, CA*

Create Change in Your Hometown...

Be a Hero!



Hometown Heroes

The Gill Foundation gave \$157,000 to 74 organizations last year through our HOMETOWN HEROES project at Creating Change. This year we will give up to \$250,000. It's easy —and you're the HERO!

You give up to \$500 to an LGBT or HIV/AIDS non-profit in your hometown and the Gill Foundation will double your gift.

Look for your HOMETOWN HEROES flyer and all the details in your registration packet or stop by our booth for more information.



Grants Clinic

Sign up at the Gill Foundation booth for technical assistance with a professional grants staff member to get tips about how to make your grant proposal a winner.

GILL FOUNDATION
2215 Market St. # 205
Denver, CO 80205

voice **303.292.4455**

fax **303.292.2155**

email **info@**

gillfoundation.org



www.gillfoundation.org

Media Strategies

Jewett A

You and your organization can cover the basics of media relations; you can write a press release; you can pitch a story; you can manage an interview. You're ready for the next level of work with the media in your community. This training is designed for organizations with an increased need for communications infrastructure and public relations mechanisms, while being sensitive to the limited resources of many community-based groups. We will teach you how to build a message team, establish a media protocol, and track the coverage your organization receives. We will teach strategies of message development; how to develop strategic media plans and how to deal with controversies and crisis situations. We'll teach you how to handle planned events and how to plan for the unexpected events. This training will include small-group work and will provide trainees with the opportunity to discuss their own media work and the challenges they face in their local communities.

Goals for the day:

- Build and manage a message team for their organization, project or campaign
- Describe and design a media protocol
- Track media coverage
- Analyze an issue in its context to develop a strategic message
- Manage media in a crisis situation

Intended audience:

Media/communications staff at community-based organizations, groups, campaigns, and projects. Participants must already be versed in basic media skills and strategies and be currently managing media for an organization and be in a position to lead its strategic media work.

Faculty: **Cathy Renna**, *Director of Community Relations, Gay and Lesbian Alliance Against Defamation, Washington, DC* • **Jane Ralph**, *Educational Services Manager, Gay and Lesbian Alliance Against Defamation, Kansas City, MO* • **Joan Garry**, *Executive Director, Gay and Lesbian Alliance Against Defamation, New York, NY* • **Robert Bray**, *SPIN Project Director, Institute for Alternative Journalism, San Francisco, CA*

There Oughta Be a Law: How to Pass Progressive Legislation and Make Government Work for You

Oakland Convention Center 204

Getting what you need from government takes skill and effort. Whether your focus is your state legislature, the mayor's office, the Social Security Administration, or any other public decision-making body, there are key techniques of public advocacy that will make your work more effective and dramatically improve your chances for success. This training will begin with an overview of governmental structures, with an emphasis on entry points where public advocates can effectively generate change. We'll next review the range of skills and individuals needed for an effective advocacy campaign: the strategist, the lobbyist, the legislative lawyer, the media specialist, and the grassroots organizer. Focusing on the first three of these roles, participants will engage in simulations of strategy sessions, coalition building, lobby visits, legislative drafting, and drafting talking points to deliver your message quickly and concisely.

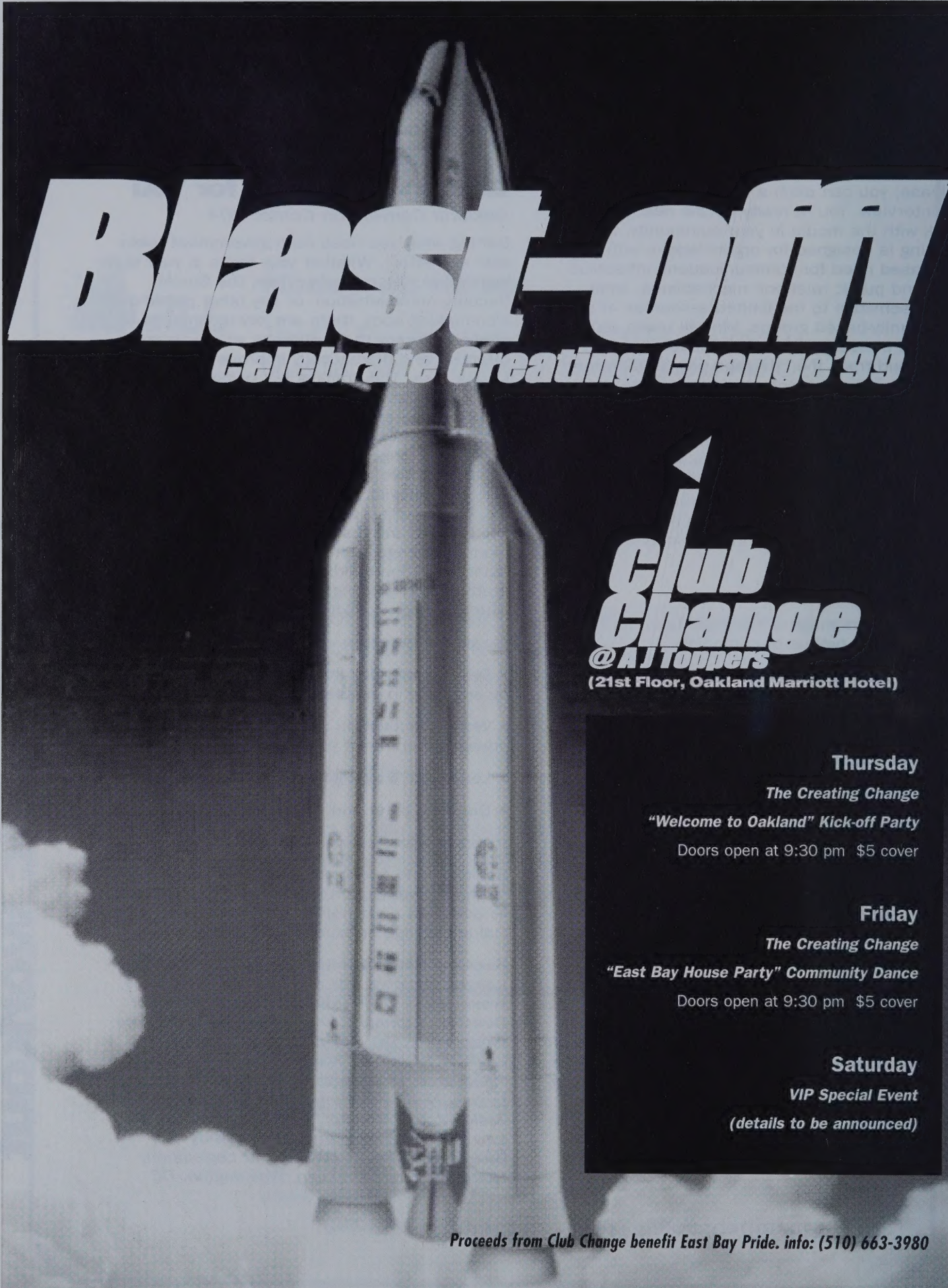
Goals for the day:

- Develop creative strategies for achieving goals by engaging in simulation strategy sessions
- Work effectively in coalition with others to advance a common agenda
- Learn the "Five Circles" theory of advocacy
- Deliver a clear and concise advocacy message

Intended Audience:

Beginner and seasoned individuals with a strong interest in working in government relations/public advocacy on behalf of g/l/b/t issues; no special knowledge or experience necessary.

Faculty: **Blake Cornish**, *Federal Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC* • **Rebecca Isaacs**, *Political Director, National Gay and Lesbian Task Force, Washington, DC* • **Hector Vargas**, *State Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC* • **Chai Feldblum**, *Legislative Consultant, National Gay and Lesbian Task Force; Professor, Georgetown University Law Center, Washington, DC* • **Nancy Buermeyer**, *Deputy Director for Legislation, Human Rights Campaign, Washington, DC*



Blast-off!

Celebrate Creating Change'99

**club
change**
@ A J Toppers

(21st Floor, Oakland Marriott Hotel)

Thursday

The Creating Change

"Welcome to Oakland" Kick-off Party

Doors open at 9:30 pm \$5 cover

Friday

The Creating Change

"East Bay House Party" Community Dance

Doors open at 9:30 pm \$5 cover

Saturday

VIP Special Event

(details to be announced)

Proceeds from Club Change benefit East Bay Pride. info: (510) 663-3980

How to Win an Election

Jewett G

What is the best predictor of success in an electoral campaign? What's required to win? How do all the parts of a campaign fit together in a unified strategy? At this training, we will discuss and answer these questions and put a special focus on team-building and volunteer recruitment, as well as that peculiar dynamic that GLBT people face: homophobia on the campaign trail.

Whether your campaign is to elect an openly GLBT candidate or aims to defeat an anti-gay ballot question, homophobia can rear its ugly head. Learn how both right wing and mainstream opponents execute homophobic attacks on the campaign trail. Case studies illuminate the common forms of external attack and also the ways that internalized homophobia can cripple our campaigns.

Note: Please be prepared to stay in the training until 11:00 AM so that we can adequately cover material and information concerning development of a campaign strategy.

Goals for the day:

- Understand and analyze campaign strategy
- Learn campaign leadership skills
- Build a winning team for your campaign

Intended audience:

People wanting and planning to run for office or managing campaigns; or organizational leaders who want to build a stronger, more solid volunteer base

Faculty: **Dave Fleischer**, Senior Fellow – Policy Institute, National Gay and Lesbian Task Force, New York, NY • **Leana Samanc**, Campaign and Labor Movement Organizer, San Francisco, CA • **Erik Ludwig**, Field Operations and Development Organizer, SAVE Dade, Miami Beach, FL • **Glenda Russell**, Clinical Psychologist/Veteran of Colorado's No on 2 Campaign, Boulder CO

Advanced Fundraising for the Small Development Office

Oakland Room

Are your fundraising strategies doing okay, but could be better? Are you looking at a major leap forward in your program that requires a higher, sustainable level of funding? Are you considering an endowment or capital campaign? If you answered yes to any of these questions, join us for this intensive workshop on moving your development effort to the next level of effectiveness. This interactive workshop will help you: assess your current fundraising program to take advantage of your strengths; fine-tune your annual giving program to build a base for larger gifts; plan and execute a major gifts campaign; assess your readiness and potential for launching a capital or endowment campaign.

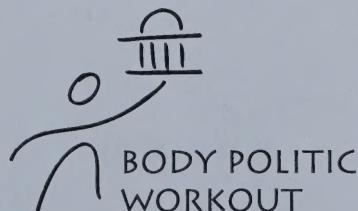
Goals for the day:

- Maximize your efforts in the long and short term, taking into account the strengths and weaknesses of your current development program
- Plan an annual major gifts campaign, including training volunteer solicitors
- Launch a capital or endowment drive, and how to assess their capacity to succeed.

Intended audience:

Individuals with direct responsibility for an organization's fundraising activities, specifically executive directors, development directors, board members, key fundraising volunteers from smaller organizations (less than 2 full-time development staff). Basic familiarity with events, grants, direct mail, and creating a development work plan are assumed.

Faculty: **Brigette Sarabi**, Development Director, Western States Center, Portland, OR



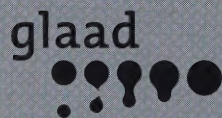
for more than 25 years, the task force has been there,
a consistent voice of integrity,
working to create a new vision for our future.

but the task force cannot do it alone.
we must all be active participants in creating change.

all of us
working together.

glaad.

proud to be working hand in hand with
our colleagues at the task force.



our community's media advocacy group

to join glaad or learn about volunteer opportunities

www.glaad.org

800.gay.media

schedule at a glance

tuesday, nov 9

5:00 pm - 10:00 pm Registration/Information

wednesday, nov 10

8:00 am - noon Registration/Information
 9:00 am - 6:00 pm Elder Hospitality
 9:00 am People of Color Organizing Institute
 Anti-Racism: Train the Trainers
 12:30 pm - 2:00 pm Institute Lunch Break
 2:00 pm - 6:30 pm Institutes Continue
 5:00 pm - 10:00 pm Registration/Information
 8:30 pm - 10:00 pm Welcome to the East Bay Reception

thursday, nov 11

8:00 am - noon Registration/Information
 9:00 am - 6:00 pm Elder Hospitality
 9:00 am - 6:30 pm Federal GLOBE Meeting
 9:00 am - 6:30 pm Campus Center Resource Directors Meeting
 9:00 am - 6:30 pm Federation of Statewide GLBT Political Organizations
 9:00 am GLBT Workers in Allied Social Justice Movements
 Youth Organizing Institute
 Community Centers Institute
 Philanthropy and Social Change
 Defeat the Anti-Gay Knight Initiative
 Sex and Gender Liberation
 12:30 pm - 2:00 pm Institute Lunch Break
 2:00 pm - 6:30 pm Institutes Continue
 3:00 pm - 10:00 pm Exhibitors Set Up/Open
 5:00 pm - 10:00 pm Registration/Information
 8:00 pm - 9:30 pm Conference Begins
Opening Plenary: Politics is a Many Gendered Thing

friday, nov 12

8:00 am - 6:00 pm Registration/Information
 8:00 am - 8:00 pm Exhibits Open
 8:00 am - 8:00 pm Cyber Cafe
 9:00 am - 6:00 pm Childcare
 9:00 am - 6:00 pm Elder Hospitality
 9:00 am - 6:00 pm Meditation/Quiet Space
 9:00 am - 7:30 pm **Body Politic Workout**
 with break for Plenary and lunch
 9:00 am - 10:30 am **Workshop Session 1**

friday, nov 12

10:45 am - 12:30 pm **Plenary 2: An Accessible Movement**
 Lunch On Your Own
 Muslim Prayer Service
 1:00 pm - 2:00 pm Caucuses / Networking / Special Sessions
 2:15 pm - 3:45 pm **Workshop Session 2**
 4:00 pm - 5:30 pm **Workshop Session 3**
 6:00 pm - 7:30 pm **Workshop Session 4**
 7:30 pm 12-Step Meetings
 7:30 pm Jewish Shabbat Service
 7:30 pm Dinner On Your Own
 8:30 pm BiNet USA Reception

saturday, nov 13

8:00 am - 6:00 pm Registration/Information
 8:00 am - 8:00 pm Exhibits Open
 9:00 am - 6:00 pm Childcare
 9:00 am - 6:00 pm Elder Hospitality
 9:00 am - 6:00 pm Meditation/Quiet Space
 9:00 am - 7:30 pm **Body Politic Workout**
 with break for Plenary and lunch
 9:00 am - 10:30 am **Workshop Session 5**
 10:45 am - 12:30 pm **Plenary 3: Religion As an Agent of Social Change**
 Lunch On Your Own
 1:00 pm - 2:00 pm Caucuses / Networking / Special Sessions
 1:00 pm - 2:00 pm NGLTF Leadership Council
 2:15 pm - 3:45 pm **Workshop Session 6**
 4:00 pm - 5:30 pm **Workshop Session 7**
 4:00 pm - 5:30 pm NGLTF Board Alumnae/i Tea
 6:00 pm - 7:30 pm **Workshop Session 8**
 7:30 pm Celebration of Spirit
 7:30 pm Dinner on Your Own
 8:30 pm Meet the Funders
 Reception, All Welcome
 8:30 pm Pride at Work Reception
 for Labor Activists and Friends
 9:00 pm **Lea DeLaria Creates Change! With special guests Karen Williams, Kinsey Sicks, Safer Sex Sluts**

sunday, nov 14

8:00 am - 11:00 am Registration/Information
 8:00 am - 3:00 pm Exhibits Open
 8:00 am - 3:00 pm Childcare
 9:00 am - 10:30 am NGLTF Membership Meeting
 Elder Reception
 11:00 am - 1:30 pm 12-Step Share-A-Thon
Workshop Session 9
Closing Brunch and Plenary: Our Movement's Second Century
 2:00 pm - 3:00 pm Conference Feedback with Director and Staff

ACT UP East Bay !

Because AIDS is NOT over !

Mark your Calendar

Join Us on World AIDS Day!

DEMAND ALAMEDA COUNTY FUND NEEDLE EXCHANGE!

Wednesday, December 1, 1999 5 p.m.

Alameda County Building, 1221 Oak Street, Oakland
(near Lake Merritt/BART)

Return the next day!

Thursday, December 2, 10 a.m.

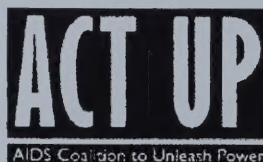
Non-Violent Civil Disobedience—if necessary—due to inaction by the County.
No more delays! Let this be the last year that we must raise the **same** demand!

Bridge the Global Health Gap!

Allow poorer countries to manufacture their own generic AIDS drugs, and to import any drug at the cheapest price on the world market! Sound off on U.S. trade policy:
president@whitehouse.gov.

The following ACT UP Chapters are still ACTing UP after all these years!

ACT UP East Bay	PO Box 8074 Oakland, CA 94608 (510) 568-1680
ACT UP Golden Gate (415) 252-9200	584 Castro Street, PMB 542 San Francisco, CA 94114 actup@actupgg.org www.actupgg.org
ACT UP New York (212) 966-4873	332 Bleecker Street, PMB 5, New York, NY 10014 actupny@panix.com www.actupny.org
ACT UP Philadelphia (215) 731-1844	PO Box 22439 Philadelphia, PA 19110-2439 jdaids@critpath.org www.critpath.org
ACT UP DC (202) 547-9404	409 "H" Street, NE Washington, DC 20002 actupdc@aol.com www.actupdc.org
ACT UP Cleveland	2509 W. 15th Street, Cleveland, OH 44113 (216) 861-4946
ACT Up Frankfurt 00-49-69-4990555	Scheffelstr. 30 D 60318 Frankfurt, GERMANY 106216.1124@compuserve.com
ACT UP Paris (33) 01 49 29 44 75	BP 287 75525 Cedex 11, Paris, FRANCE actupp@csi.com www.actupp.org
AIDS Action NOW (416) 928-2206	517 College Street, #420 Toronto, CANADA M6G 4A2 aidsactionnow@hotmail.com www.gaycanada.com/aan



workshops by topic

Session 1	Friday, 9:00 - 10:30 am
Special Session	Friday, 1:00 - 2:00 pm
Session 2	Friday, 2:15 - 3:45 pm
Session 3	Friday, 4:00 - 5:30 pm
Session 4	Friday, 6:00 - 7:30 pm
Session 5	Saturday, 9:00 - 10:30 am
Special Session	Saturday, 1:00 - 2:00 pm
Session 6	Saturday, 2:15 - 3:45 pm
Session 7	Saturday, 4:00 - 5:30 pm
Session 8	Saturday, 6:00 - 7:30 pm
Session 9	Sunday, 9:00 - 10:30 am

Aging/Ageism

Time and Motion: An Activist Dialogue

Session 1

Mothertongue Presents: Proud to Be Old

Friday 1:00 pm

Outing Age: Policy Issues Facing GLBT Elders

Session 2

Confronting Institutional Ageism

Session 3

Laying the Foundation: Housing Options for

Gay & Lesbian Older Adults

Session 3

The Red Dot Girls: An Assets-Based Model of
Community Development with Old Lesbians

Session 4

Ageism & Multiple Intersections

Session 5

Ageism Exposed!!

Saturday 1:00 pm

AIDS/HIV

Muscles, Barebacking, and Sex Panic!: Current
Gay Male Sex Debates & Changing Cultural

Understandings of HIV/AIDS

Session 3

Queer, Asian and Tweaking

Session 1

HIV: Surveillance, Partner Notification, and

Anonymous Testing

Saturday 1:00

Anti-Violence

Hate Violence

Session 1

Gender-Based Murders and Other Hate Crimes

Session 2

"Show Me" Justice: A Missouri Case Study and
National Update on Enacting Hate Crimes

Legislation

Session 3

Still Crazy After All These Years...Homo Panic as
the Chief Anti-Gay Defense

Session 4

Responses to Police Brutality and Violence

Session 5

Preventing Violence at Home: Innovative
Responses to Same-Sex Battering

Session 9

Art & Culture

Art & Activism 1: What is it?

Session 6

Art & Activism 2: How Do We Use It To Mobilize?

Session 7

Campus

The Q-News Story: Queer Campus Publishing
as Activism

Session 1

Protecting GLBT Rights on Campus

Session 2

Seeking Common Ground: Communication &
Collaboration About Diversity on Two College
Campuses

Session 2

Making Ourselves Up As We Go: Creating
Change at a Conservative State University

Session 3

Build Your Own Queer Studies Program

Session 4

Mentoring GLBT Students: A New Way Out of
the Shame Closet

Session 5

Building Bridges Between Activism and Academic
Research: the Case of the US Military and

Don't-Ask-Don't-Tell-Don't-Pursue

Session 6

Fighting Educational Homophobia Using Internet
and Governmental Tools

Session 8

Student Alliance for Fairness & Equality:

Creating Inclusive and Lasting Change

Session 9

Special Sessions

1:00 - 2:00 pm on Friday and Saturday

4-3-2-1 Activists Should Have Some Fun!

Friday & Saturday

Sodomy Statutes, Megan's Laws, and

Entrapment

Friday

Where PFLAG Fits In Creating Change

Friday

Labor Caucus

Friday

A Second Coming Out

Friday

Creating an Anti-Conference

Friday

International Lesbian and Gay Association

Caucus

Friday

How To Have a Meeting

Friday

Body Image: Does Size Matter II

Friday

Building Radical Jewish Queer Community

Friday

"Call To Witness" Video Screening

Friday 12:30 pm

Mothertongue Presents: Proud to Be Old

Friday

Our Bodies, Our Selves, Our Sexy Peri &

Menopausal Pussies

Friday

The (Bad) Boy Next Door

Friday

The Struggle of KPFA and the Pacifica

Foundation and Its Importance to Queers

Friday

Ageism Exposed!!

Saturday

HIV: Surveillance, Partner Notification, and

Anonymous Testing

Saturday

How to Get \$2 Million in State Funding for

Lesbian & Gay Health and Social Services

Saturday

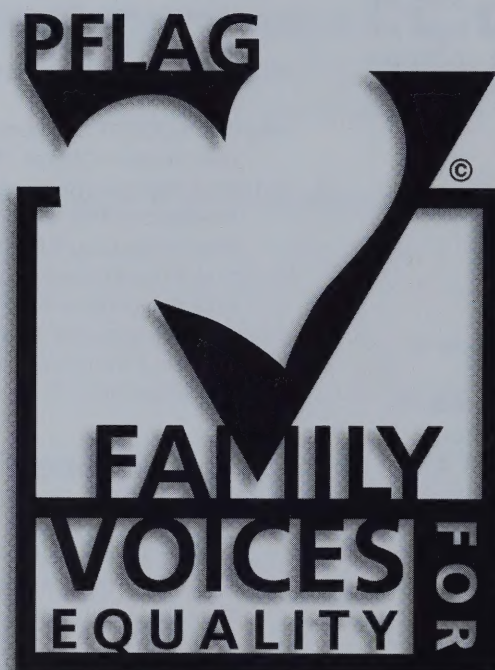
Gender, Family, and Community

Saturday

THANK YOU FOR "CREATING CHANGE"

KEEP WORKING FOR CHANGE

ATTEND:



APRIL 28-30, 2000
WASHINGTON, DC

• LOBBY DAY 4/27

• YOUTH &

EDUCATION

GATHERING 4/28

• WORKSHOPS 4/29

WORKSHOPS INCLUDE:

Organizing Families in Communities of Color

Support Group Facilitation

Violence Prevention

Organizing in a Hostile Climate

Grandma Can We Talk?

A Conversation About Our Families

REGISTER TODAY! WWW.PFLAG.ORG | INFO@PFLAG.ORG | 202.638.4200

Special Sessions

1:00 - 2:00 pm on Friday and Saturday

Intergenerational Queer Parenting: Reinventing Gender, Family, and Community **Saturday**

It's Elementary: Public Television and Our Message **Saturday**

Lesbian, Bisexual Women's, and Trans Women's Dialogue **Saturday**

Out At Work: Screening **Saturday**

Parents, Friends, and Family of Lesbians and Gays (PFLAG) Caucus **Saturday**

Town Meeting for National LGBTSTQ People of Color Gathering **Saturday 12:30**

Queers and Buddhism **Saturday**

Stay Strong, Avoid Burnout **Saturday**

Young People of Color & the Labor Movement **Saturday**

Why Can't We All Be Just Queer Men? **Saturday**

Disability Issues

Disability and Gender **Session 2**

History of the Disability Movement in the Bay Area **Session 6**

Domestic Partnership

San Francisco's Equal Benefits Ordinance: The Next Step in Domestic Partners Legislation **Session 5**

Should Opposite-Sex Couples be Included in Domestic Partnership Policies? **Session 6**

The ABC's of DPB's: How to Win Domestic Partnership Benefits **Session 7**

Economic Justice

Living Under Welfare Reform: Issues for GLBT Activists to Consider **Session 1**

The NGLTF Policy Institute's Racial and Economic Justice Initiative **Session 2**

How to Set Up Services for Poor/Homeless Queers **Session 4**

Crossing Class: Passing and/or Outing Yourself **Session 5**

Dismantling the Queer Ruling Class, Or How to Build an Economic Justice Movement in Queer Communities & Organizations **Session 8**

Tenants Issues Are Our Issues: How Queer Activists Can Build A Movement **Session 9**

David & Goliath: Grassroots Bookstores vs. Corporate Giants **Session 9**

Elections/Campaigns

So You Want to Run For Elected Office: Here's What It Will Take **Session 1**

Electoral Organizing for Movement Building: Taking on Racism and Homophobia in the Initiative Wars **Session 3**

Door-To-Door Campaigning Against the Knight Initiative **Session 4**

Advancing Our Agenda in the 2000 Presidential Election **Session 5**

Size Matters: The GLB Vote in American Cities

Session 6

A Seat at the Table: Apportionment and Redistricting, the Next Queer Civil Rights Issue

Session 8

Winning Elections To Positively Position Your Public Policy Agenda **Session 8**

Families

LGBT Family Advocacy and Social Science

Research: Responding to the Right Wing's

Attacks on Our Families **Session 1**

The Tot Taboo: Raising Sex-Positive Kids

Session 2

Crossing the "T": The Intersection of Family, GLB, & Transgender Issues **Session 2**

In the Best Interest of the Child: LGBT Parents, "Divorce", and a New Community Ethic

Session 5

Intergenerational Queer Parenting: Reinventing Gender, Family, and Community

Saturday 1:00

When We "Come Out", They Go Deep Into the Closet—Stories from Asian & Pacific Islander Families **Session 6**

Mobilizing LGBT Parents: How to Reach the Hidden Activist **Session 7**

Fighting Family Hostile Legislation: Challenging the Radical Right **Session 8**

Fight the Right

Faith, Family, & Fighting the Far Right: Creating a Partnership Between Religious Organizations and GLBT Families **Session 1**

Lies, Damned Lies, & Statistics: Skills to Fight Back **Session 2**

Taking the "FUN" Out of Fundamentalism **Session 7**

Queer Youth Organizing To Fight the Right **Session 9**

Fundraising

Ten Tips for Top Giving **Session 1**

Ask! People for Money Face to Face **Session 1**

Dive into Development Planning **Session 2**

Fix Your Fund Raising Events **Session 3**

The Nitty-Gritty on Getting Grants **Session 4**

Get a Giving Plan **Session 6**

How To Access Foundation Funding **Session 8**

Gender Issues

When Gender & Sexual Orientation Are Fluid **Session 1**

Disability and Gender **Session 2**

Gender-Based Murders and Other Hate Crimes **Session 2**

Crossing the "T": The Intersection of Family, GLB, & Transgender Issues **Session 2**

Butch/FTM Dialogue III: The Relationships **Session 5**

To End Shame, Secrecy, and Mutilation of Intersexed People **Session 5**

Creating & Implementing a Gender Identity Law **Session 8**

You don't have to come to New York To know what's happening...

Come to **www.gaycenter.org**

Visit the Center's web site, www.gaycenter.org, and you can see first-hand the **renovation** work going on at our permanent home 208 West 13th Street. Learn more about the national queer voter registration project **Promote the Vote**. Plus there are **job opportunities**, the **National Directory of Community Centers**, and loads of other information about everything happening at the Center.

If you do come to New York, join the more than 5,000 people who visit us each week at our temporary home, One Little West 12th Street (two blocks south of 14th Street between 9th Avenue & Hudson Street).

Visit us today, wherever you are --
www.gaycenter.org



One Little W 12th Street
NYC 10014
212 620-7310
www.gaycenter.org

Proudly serving the lesbian, gay, bisexual and transgender communities since 1983.

Health

- It's About Time: Discrimination as a Public Health Problem **Session 2**
 Coalition Building for Health Care Justice **Session 3**
 Health Policy **Session 3**
 Let Gay City Rock Your World! **Session 4**
 Living Wage, Health Care, and Queer Workers **Session 9**

International

- Challenges to Sexual Orientation and Human Rights Organizing in a Global Context **Session 3**
 Lessons From South Africa **Session 4**
 Give Me Your Tired, Your Poor, Your Huddled Masses Yearning to be...QUEER??? **Session 8**

Legislative

- Somewhere Over the Rainbow: The Yellow Brick Road to GLBT Civil Rights **Session 1**
 How to Pass & Defend Your Local Anti-Discrimination Law **Session 3**
 When Religious Liberty Threatens GLBT Rights **Session 4**
 From Apathy to Action: Politics for the Politically Challenged **Session 5**
 Queens of the Hill: Making the Congress Work for Us For a Change **Session 6**
 Civil Rights for Transgendered People: An Overview of Existing Statutes and Legislative Strategies **Session 7**

Marriage

- Winning the Freedom to Marry: How to Engage Allies and Build Public Support **Session 2**
 Fighting for the Freedom to Marry: Beating Back Backlash on the Ballot and in Legislatures **Session 3**

Men's Health and Culture

- Manifest Love—Inventing a More Loving Gay Male Culture **Session 1**
 Body Image: Does Size Matter II **Friday 1:00 pm**
 Launching a Multi-Issue, Multicultural Gay Men's Health Movement: A Report from the Boulder Summit on Gay Men's Health **Session 2**
 Why Can't We All Be Just Queer Men? **Saturday 1:00 pm**
 Queer Culture / Queer Health: Can Both Work Together, and Why? **Session 8**

Military/Veterans

- Organizing for GLBT Veterans and Their Allies **Session 4**
 LGBT Veterans: Workin' the System! **Session 7**

Movement Building

- Where Does "Fat" Fit? **Session 1**
 Broadening The We: Building a Multi-Issue Movement, Part 1 **Session 2**
 The Intersection of Racism and Homophobia: Module 1, Shipbuilding **Session 2**
 Broadening The We: Building a Multi-Issue Movement, Part 2 **Session 3**
 The Intersection of Racism and Homophobia: Module 2, Resolving Roadblocks **Session 3**
 Building Our House: Dismantling Institutional Racism, Part 1 **Session 3**
 The Intersection of Racism and Homophobia: Module 3, Creative Role Play **Session 4**
 Building Our House: Dismantling Institutional Racism, Part 2 **Session 4**
 Class and Activism: How Class Issues Can Constructively (or Destructively) Affect Social Change Campaigns **Session 4**
 Sexism, Feminism, & the Queer Community **Session 4**
 Dealing with Difference - Exploring Cultural Heritage **Session 5**
 The Color Triangle: A Different Look at Racism in Our Community **Session 6**

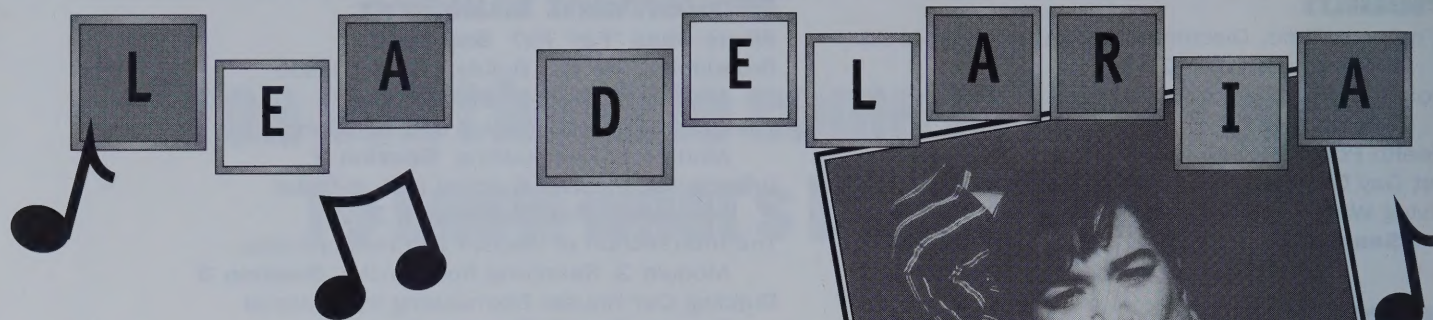
Organizational Development

- The Brainstorm Workshop **Sessions 1,4,5,8**
 How To Have a Meeting **Friday, 1:00 pm**
 Community Exploration for Empowerment: How to Plan & Run an Effective Workshop **Session 5**
 Executive Directors Roundtable, Part 1 **Session 7**
 Executive Directors Roundtable, Part 2 **Session 8**
 Keeping Within the Lines: Legal Compliance & Survival Strategies for Lobbying Organizations, PACs, & Foundations **Session 8**

Organizing

- Solidifying Our Rights: Why GLBT People Need Unions **Session 1**
 Movement Lawsuits and Activism - Making the Connections **Session 2**
 Separation of State and Church - A Reasonable Approach Often Neglected **Session 2**
 How to Organize & Sustain A Statewide Speakout Project **Session 2**
 Queer History of the Bay Area **Session 4**
 How to Organize & Begin a Grassroots and Strategic Queer Statewide Organization **Session 5**
 History of the Disability Movement in the Bay Area **Session 6**
 Queer Futures **Session 8**
 Lesbian and Gay Programming in Public Television **Session 9**

The National Gay and Lesbian Task Force Presents



"...the vocal magnitude of Ethel Merman."

Jess Cagle, Entertainment Weekly

"...show-stopping vocal fervor..."

Variety

"...every inch and ounce a star."

Vincent Canby, New York Times

with Special Guest

WILKINSON
"Diva of Comedy"

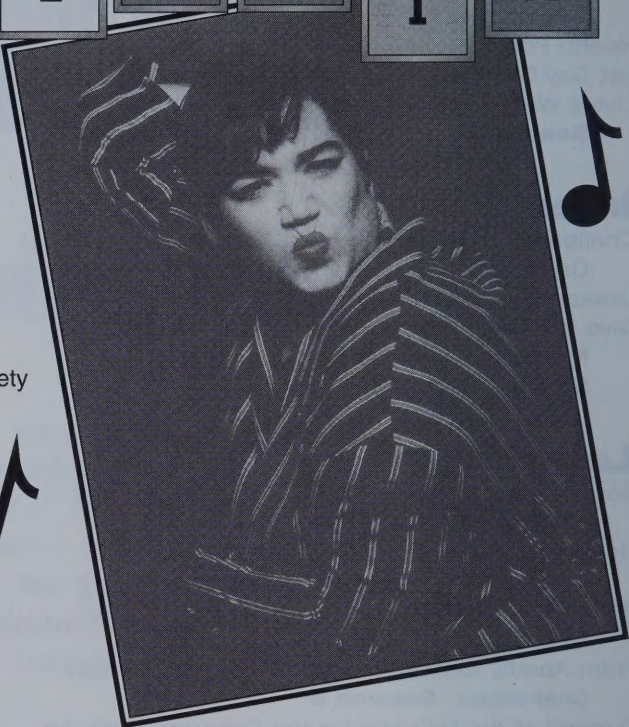
by popular demand

also appearing

KINSEY SICKS

"america's favorite dragapella beautyshop quartet."

THE SAFER SEX SLUTS



Saturday, November 13 @ 9:00pm
Oakland Marriott City Center, 1001 Broadway
Nearest BART: 12th St. City Center Station



Advance Tickets \$20

At the Door \$25

Advance Tickets available at:

Mama Bears
6536 Telegraph Ave.
Oakland, CA 94609

Different Light Book Store
489 Castro St.
San Francisco, CA 94114

or call: (202) 332-6483 x3239

Creating Change Conference, November 10-14
Oakland Marriott City Center

For information call: (202) 332-6483 x3329

www.creatingchange.org





ngltf

National Gay and Lesbian Task Force

Since our inception in 1973 we have worked to eliminate

prejudice, violence and injustice against gay, lesbian,

freedom

bisexual and transgendered people at the local, state

and national level. As part of a broader social justice

justice

movement for freedom, justice and equality, we are

creating a world that respects and celebrates the

equality

diversity of human expression and identity where all

people may fully participate in society.

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People of Color

- Queer, Asian and Tweaking **Session 4**
 Technical Assistance: A Radical People of Color
 Perspective **Session 5**
 Town Meeting for National LGBTSTQ People of Color
 Gathering **Saturday 12:30 pm**
 Young People of Color & the Labor Movement
Saturday 1:00 pm
 When We "Come Out", They Go Deep Into the
 Closet—Stories from Asian & Pacific Islander
 Families **Session 6**
 What Are They Saying About Me and How Are They
 Saying It? Right Wing Attacks on People of
 Color **Session 6**
 Challenging Issues of Race, Class, and Gender
 Within the Movement: How To Work With Our
 Allies Without Killing Them First **Session 7**
 Creating Familias: Queer Latinos & Latinas
 Organize to Promote Visibility and
 Empowerment **Session 7**
 People of Color Institute Re-Group **Session 9**

Political Questions

- Contradictions and Connections Between Social
 Movements and the Institutions They Build
Session 3
 This Bud's for Who? Second Thoughts About
 Alcohol & Tobacco Industry Sponsorship
Session 3
 Corporate Buyout of the Movement: At What Point
 Are We For Sale? **Session 7**

Public Schools

- Support Services for Sexual Minority Youth:
 Examining a Multi-Faceted School-Based
 Program **Session 3**
 Youth, Schools, and the Law **Session 6**
 The SIGNS Are Clear: One Community-Based
 Organization's Efforts to Create Safer Schools
Session 8

Sexual Politics/Sex

- When Gender & Sexual Orientation Are Fluid
Session 1
 The Tot Taboo: Raising Sex-Positive Kids **Session 2**
 Bisexuality: The Phantom Menace **Session 2**
 What's Sex Got to Do With It? Part 1
Session 6
 What's Sex Got to Do With It? Part 2
Session 7
 SEXfiles: The Truth is Down There **Session 8**

Spirituality/Faith

- Faith, Family, & Fighting the Far Right: Creating a
 Partnership Between Religious Organizations
 and GLBT Families **Session 1**
 Faith-Based Social Activism and the LGBT
 Community **Session 1**

Sustaining Energy Through Spiritual Practice

Session 1

- Organizing Religion for Social Change: The National
 Religious Leadership Roundtable **Session 3**
 Queers and Buddhism **Saturday 1:00 pm**
 Taking the "FUN" Out of Fundamentalism
Session 7

Survivin'/Thrivin'

- The Past Meets the Present: Oral History,
 Community Building, & Social Change
Session 4
 Stay Strong, Avoid Burnout **Saturday 1:00 pm**

Technology

- Calling All Virtual Couch Potatoes: Get Cyberactive!
Sessions 1,4,6
 WebBuilding: Launching and Promoting a Web Site
Sessions 2,5,8

Women's Health and Culture

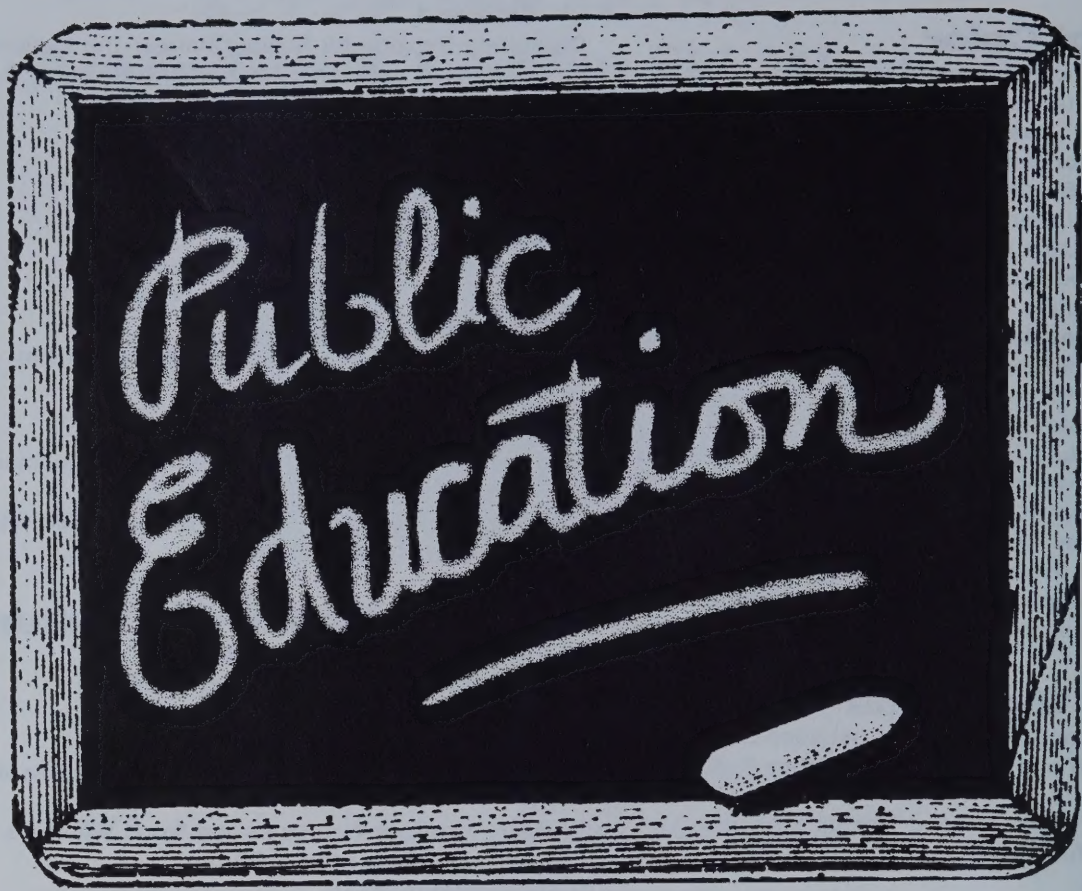
- Our Bodies, Our Selves, Our Sexy Peri &
 Menopausal Pussies **Friday 1:00 pm**
 Sexism, Feminism, & the Queer Community
Session 4
 Butch/FTM Dialogue III: The Relationships **Session 6**
 Lesbian, Bisexual Women's, and Trans Women's
 Dialogue **Saturday 1:00 pm**
 Butch **Session 9**

Workplace

- Taking Stock: Using Shareholder Proxies to Force
 Votes on More Equitable Workplace Policies
Session 4
 Building Bridges Training Workshop **Session 7**
 Transgender Workplace Issues **Session 8**

Youth

- Creating Change in the Child Welfare System: Legal
 and Practical Perspectives for Ensuring Non-
 Discriminatory and Culturally Appropriate
 Services for GLBT Youth **Session 1**
 Unity Above Hate: Organizing a Youth-Led Action
Session 1
 Intergenerational Coalitions - Bridging the Age Gap
Session 2
 Between the Lines: Working With Youth of Color
Session 5
 Using Youth Development for LGBTQQ
Session 6
 Homeless Queer Youth Speakout **Session 6**
 Free to Be...Involving LGBT Youth in Advocating for
 Their Health **Session 7**
 Queer Youth Organizing To Fight the Right **Session 9**



...a civil right



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session one friday 9:00 am - 10:30 am

Time and Motion: An Activist Dialogue

Simmons 1

Aging/Agelism

From queer youth to pioneering lesbians, we have much to communicate about what it's like to be a person who creates change. A group of activists spanning a wide age range will discuss their struggles and satisfactions in response to personal and provocative questions. Hear topics including sex, relationships, politics, culture, and creativity bounced among generations. This panel will be videotaped for a documentary tentatively entitled "The Life and Times of Del Martin and Phyllis Lyon."

Presenters: Robert Bray, Director, SPIN Project, San Francisco, CA; Del Martin, San Francisco, CA; Phyllis Lyon, San Francisco, CA; Toyin Adebajo, University of Minnesota—Youth and AIDS Projects, Minneapolis, MN; Katherine Acey, Executive Director, Astraea Foundation, New York, NY; Zak Sinclair, LYRIC, San Francisco, CA

Hate Violence

Oakland Convention Center 210

Anti-Violence

This session will consider violence committed against GLBT people in the United States. The panel will examine the individual, structural/cultural, and institutional causes of hate violence. It will explore the ways in which existing public policies, legislation, and other social institutions may either engender or fail to prevent violence. Moreover, the panel considers the ways violence is reflected through the mass media and in anti-GLBT culture and ideology. Some specific questions to be raised include the ways anti-GLBT violence is similar to racist and misogynist violence and whether there are significant demographic differences between who and where anti-GLBT violence occurs.

Presenters: James Martin, New York Univ. School of Social Work, New York, NY; Steve Onken, Professor, University of Texas at Austin, Austin, TX; Clarence Patton, NYC Anti-Violence Project, New York, NY; Patricia Washington, Professor, San Diego State University, San Diego, CA; Leslie Cogan, San Francisco District Attorney's Office, San Francisco, CA

Protecting GLBT Rights on Campus

Oakland Convention Center 206

Campus

During this past year there have been numerous attacks on GLBT anti-discrimination policies by administrations of state universities. Emporia State University, Kansas; University of Missouri; University of South Florida; and the University of Pittsburgh have all experienced university administrators fighting to remove language concerning sexual orientation from university equal opportunity

(EEO) statements and city human rights ordinances. This session will feature a panel of GLBT campus representatives from the affected universities discussing campus organizing strategies. In addition, a representative of Lambda Legal Defense will join the panel to discuss the possible arguments to counter this trend.

Presenters: Beth Zemsky, Director, Univ. of Minnesota GLBT Programs Office, Minneapolis, MN; Marvin Peguese, Staff Attorney, Lambda Legal Defense and Education Fund, New York, NY; Nikole Potulsky, University of Missouri, Columbia, MO; Shaun Travers, Gender Issues Educ. Serv.—Texas A & M University, College Station, TX; Shenu Gupta, Pittsburgh, PA

So You Want to Run For Elected Office: Here's What It Will Take

Jewett A

Elections/Campaigns

This workshop is designed for those people who are seriously considering running for elected office at the local, state, or federal level. It will be a frank discussion of what it really takes to put together a winning campaign. It will look at recent Gay & Lesbian Victory Foundation polling data regarding how the general public views gay and lesbian candidates; highlight successful strategies for recent winning openly gay and lesbian candidates; and there will be a nuts-and-bolts discussion of putting together a solid campaign. Finally, there will be a current out official on hand to discuss her/his run for office. This workshop will be highly interactive. It will provide possible candidates with a well-rounded perspective on running for office.

Presenters: Tony Esoldo, Director of Training, Gay & Lesbian Victory Foundation, Washington, DC

LGBT Family Advocacy and Social Science Research: Responding to the Right Wing's Attacks on Our Families

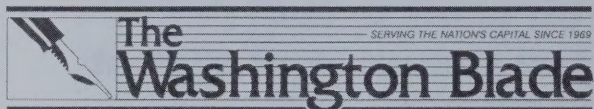
Oakland Convention Center 203

Families

Social science researchers have long ago concluded that lesbians and gay men are as capable of raising children as straight people. These findings have formed the foundation of successful legal and legislative advocacy for lesbian and gay parents, in particular. Now, instead of just attacking our families, the right wing is attacking (successfully) the research that supports our advocacy. What are they saying, and how valid are their claims? How can we effectively respond? What is the status of social science research on GLBT family issues and how can we more effectively use this research in fighting for recognition of our family relationships?

Presenters: Paula Ettelbrick, Family Policy Director—Policy Institute, National Gay and Lesbian Task Force, New York, NY; Shannon Minter, Staff Attorney, National Center for Lesbian Rights, San Francisco, CA; Nancy Polikoff, Law Professor, American University—Washington College of Law, Washington, DC

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LOVE MAKES A FAMILY:

Lesbian, Gay, Bisexual, and Transgender People and Their Families

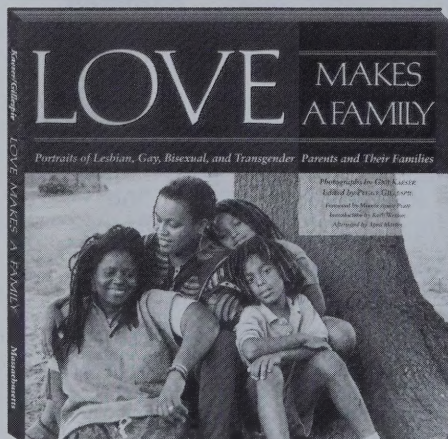
A Photo-Text Exhibit and Book

"One of the Top Ten Outstanding Books of 1999 on Gay Themes." — *Booklist*

"We LOVE the exhibit! We are displaying it at the local public library and dozens of classes are going there with their teachers, as well as the public. It is rockin' our town." — *Marianne Camp, Director of Curriculum, Albany, CA, School District*

Creating Change by Changing Minds

Help get this book and exhibit into the hands of youth



Love Makes a Family includes photographs and interviews with the adults and children of 42 families. At the most basic level, **Love Makes a Family** combats homophobia by breaking silence and making the invisible visible. It helps people of all ages celebrate and appreciate diversity.

The exhibit, **Love Makes a Family**, has been touring nationwide since 1995. An exhibit opening is an opportunity for speakers, panel discussions, and diversity training. It can bring media attention to your program, and co-sponsorship of the exhibit by several organizations can lead to coalition building and networking. There are two versions of the **Love Makes a Family** exhibit text: one is age-appropriate for elementary school students (K-6) and the other is suitable for older students and adults.

National Holiday Campaign

In celebration of the winter holidays, join others in donating a copy of the book, **Love Makes a Family**, to your local and hometown public, school, and college libraries. You can personalize it with your signature and graduating year.

To bring this exhibit to your community, workplace, college, school, library, house of worship, or conference, contact:
Family Diversity Projects, 413-256-0502 (e.s.t.) or famphoto@javanet.com or www.lovemakesafamily.org
The book is available at your local bookstore or order direct: UMASS Press, 413-545-2219

Faith, Family, & Fighting the Far Right: Creating a Partnership Between Religious Organizations and GLBT Families

Board Room 417

**Fight the Right,
Families, Spirituality/Faith**

Many liberal religious organizations care deeply about the injustices that put our families and our children at risk. In addition, the use of religious doctrine to hurt our community has often caused our spiritual lives to go unrecognized in the media and public opinion. Strategies are needed for affiliation, communication, organization, action, and promotion of the partnership between GLBT families and religious organizations.

Presenters: April Martin, Family Pride Coalition, San Diego, CA

Ask! People for Money Face to Face

Oakland

Fundraising

An OutGiving Project motto is: "Nothing can replace asking for Money face to face." In this workshop you'll find out who gives away money (turns out you know everyone you need to know), how to create your own prospect list, discover the easy way to ask (there's no hard way, really), and make rejection your friend ("no" can actually brighten your day). We'll also look at how diversity and fundraising are pals. Join the fun!

Presenters: Russell Roybal, National Field Manager, OutGiving Project—Gill Foundation, Washington, DC

Ten Tips for Top Giving

Oakland Convention Center 213 **Fundraising**

Anyone who has discretionary money can be a donor. There is no magic number at which to start giving, just as there are no right or wrong ways to give. However, there are more and less effective ways. This highly interactive "Philanthropy 101" workshop offers concrete suggestions in an effort to help people become more intentional and to have more fun with their giving.

Presenters: Lila Gracey, Director of Donor Resources, Gill Foundation, Washington, DC

When Gender & Sexual Orientation Are Fluid

Oakland Convention Center 211

Gender Issues

Veteran bisexual and transgender activists will lead participants through a participatory exercise and an exciting dialogue on the fluidity of gender identity and sexual orientation. Participants will explore questions like: "What unique power, insight, or pos-

sibility do the Bisexual and Transgender Movements bring to the larger GLBT movement?" and "What does a truly inclusive GLBT movement look like?"

Presenters: Debra Kolodny, BiNet USA, Silver Spring, MD; Jessica Xavier, It's Time America!, Silver Spring, MD

Where Does "Fat" Fit?

Jewett H

Health, Movement Building

Fat (formally known as "morbid obesity") is demonized by most of the medical establishment, making fat oppression an issue of access to respectful health care. Fat interferes significantly with people's ability to get jobs and apartments, making fat oppression an issue of economic justice. Fat is considered "fair game" by comedians and jokers on the left as well as in the mainstream, making fat a social justice issue. Where does fat fit?

Presenters: Debbie Notkin, Oakland, CA; Lori Selke, On Our Backs, Associate Editor, San Francisco, CA; Carol Squires, Berkeley, CA; Joanne Ikeda, University of California, Dept. of Nutritional Sciences, Berkeley, CA

The Q-News Story: Queer Campus Publishing as Activism

Oakland Convention Center 212

**Media,
Campus**

Q-News, a magazine created by, for, and about GLBT students at Michigan State University, has brought visibility to GLBT issues, strengthened the Lansing area's GLBT community, and challenged queer students to address issues they consider important, including sex, coming out, anger, bashing, racism, religion, and gender. Workshop participants will hear the story of Q-News from its student staff and advisor; receive an overview of our technical, financial, and political strategies; discuss the challenges and successes of launching a queer campus publication; and see Q-News itself in a special Creating Change edition.

Presenters: Michael Gary Lee, Q-News—Michigan State University, East Lansing, MI; Dean Rivet, Q-News, East Lansing, MI; Rachell Gautz, Q-News, East Lansing, MI; Brent Bilodeau, Q-News, East Lansing, MI; Mallory Cloutier, Q-News, East Lansing, MI



Organizing

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Manifest Love—Inventing a More Loving Gay Male Culture

Simmons 4

Men's Health/Culture

Gay men have pioneered social experiments involving ethics of love and nurturance, non-violence and gentleness, sexuality, intimacy, and community. Yet our public gay culture often does violence to our hearts, fostering attitude and distance, competition, exclusion, and isolation. We've claimed our sexuality, now our work is to reclaim our hearts for and with each other. The workshop helps participants invent a more nurturant and loving public gay culture that better manifests our most loving values.

Presenters: Dave Nimmons, *President Emeritus, Lesbian & Gay Community Services Center of NYC, Brooklyn, NY*

The Brainstorm Workshop (A)

VIP Parlor 1911

Organizational Development

Become an "instant expert" in solving problems (yours or your organization's) by using The BrainstoThis non-hierarchical problem solving technique uses group participation to come up with new ways to think about your work, your community, your LIFE. No experience necessary, come as often as you want to this drop-in workshop. Snacks provided and you'll have fun. (Note: the caucus sessions of this workshop begin at 12:30pm on Friday and Saturday).

Presenters: Emily Rosenberg

Solidifying Our Rights: Why GLBT People Need Unions

Jewett C

Organizing

Participants will learn how and why Union organizing is an important way of winning and protecting GLBT rights and learn the nuts and bolts of organizing your own workplace.

Presenters: Michelle Thompson, *Service Employees International Union, District 1199E—DC, Baltimore, MD*

Somewhere Over the Rainbow: The Yellow Brick Road to GLBT Civil Rights

Oakland Convention Center 205 *Organizing*

There's no magic to passing a civil rights law that protects GLBT people. The yellow brick road to civil rights is paved brick by brick with effective organizing, coalition building, key policy arguments, and advocacy. Presenters will discuss current efforts to enact civil rights laws at the national, state, and local levels and outline successful efforts at enacting anti-discrimination laws protecting GLBT people. Key topics will include: including transgender people in new laws and protecting them with existing gender protection laws, whether to use an employ-

ment-only protection law or a more comprehensive proposal, how to navigate the effect of state laws on the ability of local powers to enact civil rights and domestic partnership laws, and an update on the status of the federal Employment Non-Discrimination Act.

Presenters: Rebecca Isaacs, *Political Director, National Gay and Lesbian Task Force, Washington, DC*; Blake Cornish, *Federal Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC*; Hector Vargas, *State Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC*; Chai Feldblum, *Legislative Consultant, National Gay and Lesbian Task Force, Washington, DC*; Nancy Buermeyer, *Deputy Director for Legislation, Human Rights Campaign, Washington, DC*

Faith-Based Social Activism and the LGBT Community

Oakland Convention Center 204

Spirituality/Faith

This workshop will examine the faith-based social justice movement and its resulting activism from various faith traditions and perspectives. The workshop will look at the origins of the social justice movement and how it has been used to advance the civil rights of disenfranchised groups. The workshop will conclude with a discussion of how the GLBT community can utilize the model of faith-based social justice/activism to help secure and protect our civil rights.

Presenters: Charles Cox, *Dignity USA, Washington, DC*; Lee Walzer, *World Congress of Gay & Lesbian Jewish Organizations, Washington, DC*; Gregory Lobel, *Interfaith Alliance*; Faisal Alam, *Field Associate, National Gay and Lesbian Task Force, and Founder, Al-Fatiha, Washington, DC*; Steve Baines, *Equal Partners in Faith*

Sustaining Energy Through Spiritual Practice

Jewett G

Spirituality/Faith

This mostly experiential workshop will explore ways in which spiritual practice can de-stress one's life, increasing energy and focus by providing some centering moments of stillness and rejuvenation. We will explore breathing, meditation, body meditation, journaling, and more.

Presenters: Karen Foster, *Metropolitan Community Church of San Francisco, San Francisco, CA*; Justin Tanis, *Universal Federation of Metropolitan Community Churches, West Hollywood, CA*

Calling All Virtual Couch Potatoes: Get Cyberactive! (A)

East Hall

Technology

Are you a virtual couch potato? With all the right-wing political extremists from Gary Bauer to Donald Wildmon getting online, it's time to get off your bud and GET CYBERACTIVE! Queers are wired—not fried, mashed, or boiled—so get used to it, and

From full-page ads published in the national dailies to would-be policy papers circulated

OUR ENEMIES SAY THEY ARE FIGHTING A "WAR OF IDEAS."

to lawmakers around the country, extremists who oppose diversity will go to any length to foster hate.

Conservative philanthropic organizations give millions of dollars to groups like the Heritage

Foundation and the Family Research Council to produce hundreds of publications about lesbian, gay, bisexual and transgendered Americans — and almost everything they say about us is either a half-truth, a distortion or an outright lie.

The Institute for Gay and Lesbian Strategic Studies (IGLSS) is dedicated to the truth.

From myth-busting analysis of the economic status of lesbians and gay men to groundbreaking research on our giving and volunteering patterns, IGLSS leads the

way in research and analysis on questions important to our communities. By distributing these findings to policymakers, community organizers, and the media, the Institute aggressively seeks to answer our enemies' lies with undeniable facts.

Visit us online at www.iglss.org to learn more about the Institute, download unique information, or find out how you can help respond to the lies.

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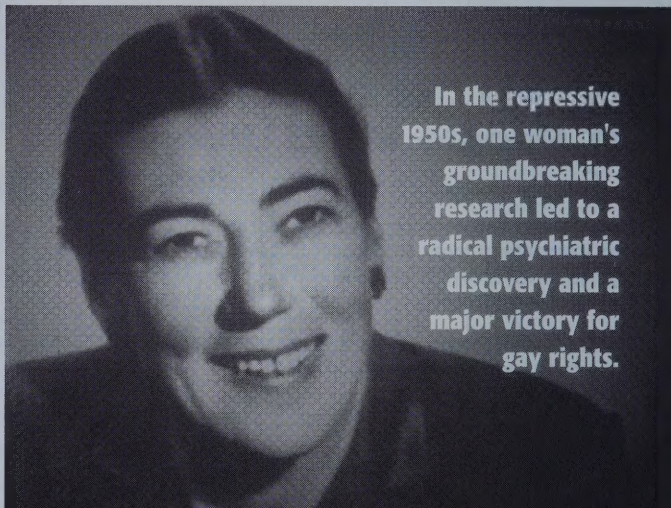
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learn how to wield the power of online technology. This cyberactivism workshop offers the nuts and bolts of launching an online campaign, from getting press releases online to building listservs and web-sites. Advanced topics include handling email spam and creating online partnerships. This is a must for potato-heads who are new to the Internet and for those seeking dialogue on cutting-edge online activism. Onsite pre-registration required due to limited capacity.

Presenters: **Loren Javier**, *Interactive Media Director, Gay & Lesbian Alliance Against Defamation, San Francisco, CA*; **Will Doherty**, *Director of Online Community Development, Gay & Lesbian Alliance Against Defamation, San Francisco, CA*

Creating Change in the Child Welfare System: Legal and Practical Perspectives for Ensuring Non-Discriminatory and Culturally Appropriate Services for GLBT Youth

AJ Toppers

Youth

This workshop will provide youth advocates, child welfare professionals, GLBT youth, and others with an overview of how GLBT youth have been underserved, and in some cases victimized, by the very systems that are supposed to protect them. Homophobia ranging from violent attacks to invisibility and isolation can result in increased risk behaviors among GLBT adolescents including unprotected sex, substance abuse, and self-injury. Programs that affirm the identity of GLBT youth can help to reduce risk behaviors and support resiliency. Presenters will offer strategies including legal action, training of providers and developing GLBT-specific youth services. National trends, as well as, models from New York City and Massachusetts will be shared.

Presenters: **Heidi Holland**, *Director, Gay & Lesbian Youth Support Project, Brockton, MA*; **Gerald Mallon**, *Professor, Hunter College School of Social Work, New York, NY*; **Marvin Peguese**, *Staff Attorney, Lambda Legal Defense & Education Fund, New York, NY*

Unity Above Hate: Organizing a Youth-Led Action

Jewett F

Youth, Anti-Violence

Presenters will use real-life experience from organizing one such youth-led action to help other queer youth to better prepare themselves for doing the same. Some topics that will be covered include: effective PR, interacting with the media, working with a small budget, successful fundraising, and retaining a youth leadership and focus.

Presenters: **Asha Leong**, **Amanda King**, **Jennifer Hoagland**, **John Badger**, **Wendy Darling**, *YouthPride Atlanta, Atlanta, GA*

special sessions fri 1:00 pm - 2:00 pm

4-3-2-1 Activists Should Have Some Fun!

Oakland Convention Center 206

Come play Spin the Bottle and kiss the person you always wanted to kiss! Create your own dessert with a sand tray, play Twister and Operation, listen to soothing music, play marbles and jacks and jump rope! This workshop is designed to force activists and organizers to enter a "no activism zone" where fun rules and rejuvenation is the order of the day. Join us!

Presenters: **Yosenio Lewis**, *Female To Male International, San Francisco, CA*

A Second Coming Out

Oakland Convention Center 203

It has been said that those in the sm/leather/fetish community experience a second coming out—first as members of the GLBT community, and then again as leatherfolk. This workshop will delve into the rewards and ramifications—both personal and political—of exploring, accepting, and embracing this much-stigmatized form of sexual expression.

Presenters: **John Weis**, *Gay Male S/M Activists, New York, NY*

Body Image: Does Size Matter II

Simmons 4

Does the Gay, Bi community segregate because of size? Does the way you look affect the way you operate around other gay men? Bring your thoughts and comments to this stimulating conversation around body image and the effect it has on Gay and Bi male culture. This workshop operates as a safe space.

Presenters: **Jason Kangal**, *Washington, DC*

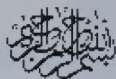
The Brainstorm Workshop

VIP Parlor 1911

Organizational Development

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Presenters: **Emily Rosenberg**



In the name of Allah, the Most Gracious, Most Merciful

The Al-Fatiha Foundation - LGBTQ Muslims & Friends

sends its *salaams* (greetings of peace)

to participants of the

12th Annual Creating Change Conference

**And we have created you into nations and tribes,
so that you may know one another. — The Holy Quran**

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405 Park Avenue, Suite 1500
New York, NY 10022

Tel. & Fax: (212) 752-3188
Email: gaymuslims@yahoo.com
Web: <http://www.al-fatiha.org>

The Al-Fatiha Foundation is an international organization dedicated to Muslims who are lesbian, gay, bisexual, and transgendered, those questioning their sexual orientation or gender identity, and their friends. Al-Fatihah's goal is to provide a safe space and a forum for LGBTQ Muslims to address issues of common concern, share individual experiences, and institutional resources. The Al-Fatiha Foundation aims to support LGBTQ Muslims in reconciling their sexual orientation or gender identity with Islam. Al-Fatiha promotes the Islamic notions of social justice, peace, and tolerance through its work, to bring all closer to a world that is free from injustice, prejudice, and discrimination.

**Al-Fatiha (The Opening) - a community for lesbian, gay,
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Building Radical Jewish Queer Community

Oakland Convention Center 204

Convenes at 12:30 pm

Presenters: Jesse Ehrensaft-Hawley, *Project Reach, New York, NY*

"Call to Witness"

Oakland Convention Center 207

CALL TO WITNESS is a timely and compelling 57-minute video documentary that focuses primarily on the lives and trials of three Midwestern pastors: Reverend Steve Sabin in Iowa, who has been outed by his bishop, supported by his congregation, and "tried" by the national church because he has refused to resign; Reverend Jane Ralph in Missouri, who was forced out of the church with no process for recourse; and Anita C. Hill in Minnesota, who is attempting to work the system so she can be ordained as an openly lesbian pastor by the year 2000. Begins at 12:30 pm.

Presenters: Pam Walton, *Pam Walton Productions, Mountain View, CA*

Canvass Meeting

AJ Toppers

Creating an Anti-Conference

Jewett A

The Bisexuals did it with BAFFLED, creating the Bisexual Arts, Film Festival, Literature, Entertainment, and Drama. We took what people were bored with, made it interactive, less stressful, and more fun. The idea is to create culture and to take those stodgy workshops and turn them into playshops. It was a lot easier than we thought, and we think we've created an idea that could help anyone who's caught in a rut with workshops and conferences. We created a unique mentoring system so that responsibility doesn't fall on one person, and we created a democratic conference hierarchy that Michael Szymanski will explain.

Presenters: Mike Szymanski, *BiNet USA, Hollywood, CA*

How To Have a Meeting

Oakland Convention Center 211

Organizational Development

We go to so many meetings—to plan, construct, or evaluate our social change activities—let's use them to practice getting better at them. Overcome those feelings of time being wasted, not getting heard, wandering around the point, and losing focus. Identify and develop skills to improve how you spend so much of your week. This session is primarily for those who attend meetings, although maybe not as the selected leader.

Presenters: Marshall Brewer, *School for International Training, Brattleboro, VT*

International Lesbian and Gay Association Caucus

Oakland Convention Center 205

Presenters: Harold Kooden

Labor Caucus

Jewett C

Mothertongue Presents: Proud to Be Old

Jewett G

Mothertongue presents a grassroots feminist theater process that is accessible to all from the beginner to the most experienced performer. A short excerpt from the script, *Proud to Be Old*, will be performed, followed by a writing workshop and reading by workshop participants. Suggestions and ideas for ways to weave this original material into a script will be discussed. Come join us, find your voice, and discover a way to let it out.

Presenters: Corky Wick, *Mothertongue Feminist Theater Collective, San Francisco, CA*

Muslim Prayer Service

Board Room 417

Narcotics Anonymous Meeting

Oakland Convention Center 212

You can live without drugs.

Our Bodies, Our Selves, Our Sexy Peri & Menopausal Pussies

Oakland Convention Center 210

What happened to the Our Bodies/ Our Selves women's health movement? What has happened to those of us who gleefully wrestled speculums away from doctors, grabbed mirrors and viewed our own and each other's vulvas, vaginas, cervixes, and proudly claimed our cunts? Why are middle-age/old women so silent/silenced about our peri-menopausal pussies, clits, juices, orgasms, and sexual desires? Where are our speculums and mirrors now? Join us for a lively presentation/discussion.

Presenters: Penny Gardner, *Lansing, MI*; Lani Ka'ahumanu, *Board Member, National Gay and Lesbian Task Force, San Francisco, CA*; Mary Midgett, *San Francisco, CA*; Maggi Rubenstein, *San Francisco, CA*

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Overeaters Anonymous Meeting

Oakland Convention Center 213

Sodomy Statutes, Megan's Laws, and Entrapment

Oakland

Organizing

Sodomy statutes, even when unenforced, create a presumption that lesbians, gay men, and bisexuals are criminals, and are often used to justify discrimination. Indecency, lewdness, and solicitation statutes have been used to harass and entrap gay and bisexual men. When coupled with Megan's laws (sex offender registry laws), such harassment and entrapment can have devastating consequences.

Presenters: **Blake Cornish**, Federal Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC; **Chris Anders**, Federal Legislative Director, American Civil Liberties Union, New York, NY; **Michael Adams**, Associate Director, Lesbian & Gay Rights Project—American Civil Liberties Union, New York, NY; **Jeffrey Montgomery**, Executive Director, Triangle Foundation, Detroit, MI

The (Bad) Boy Next Door

Simmons 1

Raised on the Island of MexAmerica by a gang of Third World Mexicans and a tribe of Old World Italians, Tony Valenzuela's autobiographical one-man show takes you on a hilarious, sometimes disturbing, always brutally honest journey of how his unconventional sensibilities on life take on homophobia, sexual promiscuity and an all-consuming struggle with HIV. Valenzuela demonstrates that sometimes, being BAD is the only thing the boy next door has left to hold onto.

Presenters: **Tony Valenzuela**, West Hollywood, CA

The Struggle of KPFA and the Pacifica Foundation and Its Importance to Queers

Jewett H

KPFA, a local Bay Area radio station, and the 50-year old flagship station of the Pacifica Foundation, is locked in a struggle with its parent, "progressive" Pacifica. The conflict began in September, 1992 and culminated in the firing of the station's General Manager and staff earlier this year and the lockout of the entire KPFA staff in July, 1999. Pacifica's apparent disregard for locally-controlled radio has underlined the importance of grassroots, non-commercial radio to local and national progressive organizing. Queers are now fighting for a place in a KPFA that is temporarily back on the air, and being "revamped" by staff during a 6-month trial period. We will explore KPFA's efforts to survive; the involvement of queers in KPFA; and why progressive community radio is so significant to the queer struggle.

Presenters: **Mike Alcalay**, KPFA Radio; **Riva Enteen**, National Lawyers' Guild

Where PFLAG Fits In Creating Change

Jewett F

Organizing

Presenters will open the opportunity for more organizations to learn about the functions of PFLAG (Parents, Families, and Friends of Lesbians & Gays) and its involvement with the GLBT community in the many projects at hand. PFLAG is currently creating change in a number of projects including Safe Schools, ENDA, Hate Crimes, and Freedom to Marry.

Presenters: **Holly Wilson**, Parents, Friends, and Family of Lesbians and Gays (PFLAG), Reno, NV; **Dody Goldstein**, Parents, Friends, and Family of Lesbians and Gays (PFLAG), Stanford, CA

session two friday
2:15 pm - 3:45 pm

Outing Age: Policy Issues Facing GLBT Elders

Jewett H

Aging/Ageism

One of the most invisible GLBT populations is old GLBT people. Activists need a working knowledge of the struggles which concern all aging people, including economic anxiety, poverty, health care, finding suitable housing, employment, HIV/AIDS and an appreciation that for old GLBT people, these struggles are compounded by the homophobia (and heterosexism) that exists in social service organizations which assume their clients to be heterosexual.

Presenters: **Ken South**, Aging Initiative Fellow—Policy Institute, National Gay and Lesbian Task Force, New York, NY; **Ellen Ensig-Brodsky**, Pride Senior Network, New York, NY; **Terry Kaelber**, Executive Director, Senior Action in a Gay Environment (SAGE), New York, NY; **Shevy Healey**, Old Lesbians Organizing for Change; **Doni Gewirtzman**, Staff Attorney, Lambda Legal Defense & Education Fund, New York, NY

Gender-Based Murders and Other Hate Crimes

Oakland Convention Center 210

Anti-Violence

Between roughly the deaths of Matthew Shepard and Billy Jack Gaither no less than four brutal gender-based murders occurred. Why were they not covered in the gay or straight media or by gay groups? What is behind the apparent rise in gender-based hate crimes and would such crimes be covered by the Hate Crimes Prevention Act (HCPA) or the Department of Justice? Hear what GenderPAC is doing on the issue of gender-based hate crimes.

Presenter: **Riki Anne Wilchins**, Executive Director, GenderPAC, New York, NY

session two friday

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Seeking Common Ground: Communication & Collaboration About Diversity on Two College Campuses

Oakland Convention Center 206 **Campus**

An overview of programs at two universities with the same goal—addressing racism, sexism, and homophobia on campus—but using different approaches: a project at the University of Pennsylvania focusing on bringing communities of color and GLBT communities closer together through a campus-wide town meeting on hate crimes and structured conversations among student leaders, and the GLBT peer discussion group at Michigan State University utilizing a variety of strategies to foster sensitivity about privilege, oppression, and diversity. Workshop participants will be encouraged to offer feedback about these in-progress initiatives at PENN and MSU and to share experiences in addressing diversity issues on their own campuses.

Presenters: Bob Schoenberg, Director, LGBT Center—University of Pennsylvania, Philadelphia, PA; Brent Bilodeau, Kelly Fuller, Jaimie Houghton, Stephen Jefferson, Michigan State University, East Lansing, MI

The Tot Taboo: Raising Sex-Positive Kids

AJ Toppers **Families**

The way sex is most often explained to young American children, if it's explained at all, is in procreative terms. Explaining sex to our kids becomes more complicated since queer sex is never about reproduction—we do it because it feels good! How do we talk about sex to our kids in an enlightened new way that passes the torch of sex-positiveness along to the next generation? What are the boundaries? How much do we share? Do our dildoes belong under lock and key? How do we encourage an openness about sexuality at home, and at the same time tell our kids to be cautious about sharing on those topics in school and in Brownie meetings?

Presenters: Terry Boggis, The Lesbian & Gay Community Services Center of NYC, New York, NY; Jade McGleughlin, Center for Alternative Families, Cambridge, MA

Crossing the “T”: The Intersection of Family, GLB, & Transgender Issues

Oakland Convention Center 205 **Families, Transgender Issues**

How many times a day do you say “GLBT”? This interactive workshop features at least three generations dealing with transgendered family issues: parents of transgendered persons, transgendered parents, and children who are transgendered and/or were raised by transgendered parents. These

activists will focus on what the larger GLBT community needs to know about transgender family issues and why and how our issues ought to be addressed when it comes to policy advocacy and program development.

Presenters: Aimee Gelnow, Family Pride Coalition, San Diego, CA

Lies, Damned Lies, & Statistics: Skills to Fight Back

Simmons 1 **Fight the Right**

Using statistics in political debates raises many problems for activists: How should activists respond to a barrage of statistics? Can we convince policy makers, the media, and the public that they should believe the results of some studies but not others? This workshop will develop basic strategies and tools for effectively using and responding to statistics. Examples will include studies of GLBT youth suicide, GLBT incomes, child molestation, and the genetic roots of homosexuality.

Presenters: Lee Badgett, Director, Institute for Gay & Lesbian Strategic Studies, Amherst, MA; Karen Anderson, American Psychological Association, Washington, DC

Dive into Development Planning

Oakland **Fundraising**

Let's see. We're telemarketing, direct mailing, soliciting major donors and planning events, writing grants, soliciting corporations and TOTALLY OVERWHELMED. Help! We need a plan! Come learn the secrets of development planning. Dive in! The water is warm and we'll bring the towels.

Presenters: Russell Roybal, National Field Manager, OutGiving Project—Gill Foundation, and Board of Directors, National Gay and Lesbian Task Force, Washington, DC; Jaron Bryant, Gill Foundation—Outgiving Project, Denver, CO

Disability and Gender

Jewett A **Gender Issues, Health**

The disability movement is not frequently conceived as having anything to do with gender issues which in itself is extremely telling. As a culture we desexualize, juvenilize, and “feminize” disabled people to the point where we generally assume that the two issues are completely unrelated. It's time to break that stereotype and explore some of the actual relationships.

Presenters: Bob Guter, Able-Together, San Francisco, CA; Laura Rifkin, Oakland, CA; Cheryl Marie Wade, Berkeley, CA; Danny Kodmur, El Cerrito, CA; Linda Mona, Research Associate, World Institute on Disability, Oakland, CA

It's About Time: Discrimination as a Public Health Problem

Oakland Convention Center 211 **Health**

Generations of Americans have attempted to contain and rectify prejudice and discrimination. The social approach has been insufficient to prevent, manage, and provide surveillance of discrimination. This workshop will give participants information on the effects of discrimination on our health and lives. It will provide the opportunity to discuss a proposal for initiating a change of venue for discrimination control, and allow participants to strategize implementation of the proposal.

Presenters: Kathleen Stine, *Seattle Commission on Sexual Minorities, Seattle, WA*; Daviko Marcel, *Director, Transgender Education Network—Justice Resource Institute, Boston, MA*

Winning the Freedom to Marry: How to Engage Allies and Build Public Support

Oakland Convention Center 203 **Marriage**

This panel will address recent developments in the Hawaii and Vermont Supreme Court cases, analyze the "house divided" created by our opponents' campaign to push anti-marriage legislation and/or measures, and explore what lies ahead in the legal, legislative, electoral, coalition-building, and cultural challenges and opportunities presented by our ongoing fight to win the civil right of marriage.

Presenters: Evan Wolfson, *Marriage Project Director, Lambda Legal Defense and Education Fund, New York, NY*; Christopher Calhoun, *Los Angeles Gay & Lesbian Community Services Center, Los Angeles, CA*; Joshua Friedes, *Freedom to Marry Coalition of Massachusetts, Boston, MA*; Del Martin, *San Francisco, CA*; Phyllis Lyon, *San Francisco, CA*; Bob Pileggi, *Staff Attorney, Lambda Legal Defense and Education Fund, New York, NY*; Charlene Tschirhart, *Northern California Interreligious Conference, San Francisco, CA*

Launching a Multi-Issue, Multicultural Gay Men's Health Movement: A Report from the Boulder Summit on Gay Men's Health

Simmons 4 **Men's Health/Culture,
AIDS/HIV**

Over 300 people met in Boulder, Colorado this summer at a summit titled "Launching a Multi-Issue, Multicultural Gay Men's Movement". Summit participants discussed a wide range of issues related to gay men's health including, but not limited to HIV/AIDS, and grappled with ways in which class, race, and generation present differential health challenges to cohorts of gay men. This workshop is divided into three parts: 1) a facilitated report-back

from summit participants who are attending Creating Change; 2) questions and discussions from those who did not participate in the Summit; 3) a discussion of projects currently underway or in development intended to enhance the health and well-being of gay men.

Presenters: Eric Rofes, *Professor, Humboldt State University, San Francisco, CA*

Broadening The We: Building a Multi-Issue Movement (A)

West Hall **Movement Building**

We often hear comments such as "That's not my issue," or "That's not a gay issue," discounting our connection to other oppressed people and making invisible the multiple identities of many GLBT people. We believe that it is time for a multi-issue, multi-constituency movement. This workshop has two parts. The first section will help organizers gain an understanding of the interlocking nature of oppressions. The second section will explore concrete ways to take social change into your own hands, and to do queer organizing that is multicultural, multi-issue, and connects race, class, and gender.

Presenters: Pam McMichael, *Southerners On New Ground, Louisville, KY*; Connie Leeper, *Southerners On New Ground, New Market, TN*; Rachel Timoner, *The Organizing Project, San Francisco, CA*; Craig Washington, *Southerners On New Ground, Atlanta, GA*

Movement Lawsuits and Activism—Making the Connections

Oakland Convention Center 204 **Movement Building**

This workshop will bring together the ACLU's Lesbian & Gay Rights Project and community activists to discuss ways in which to increase the linkages between movement lawsuits and community-based political strategies. The workshop begins with the premise that lawsuits defending the rights of LGBT people often are not sufficiently connected to important political work being done in our communities. Lawyers and community activists who have worked together will lead a dialogue about ways to improve collaboration and to achieve more effective and integrated legal and political work.

Presenters: Michael Adams, *Associate Director, Lesbian & Gay Rights Project—American Civil Liberties Union, New York, NY*; Carolyn Wagner, *Parents, Friends, and Families of Lesbians & Gays (PFLAG), Fayetteville, AR*; Nadine Smith, *Director, Equality Florida, Tampa, FL*

The Intersection of Racism and Homophobia: Module 1, Shipbuilding

Jewett C

Movement Building

This workshop is the first of a three-module series that examines how issues of racism and homophobia intersect. Two core premises guide the series. First, that collaborative work which addresses both forms of social injustice is in the best interests of all. Second, despite the first premise, little collaborative work actually takes place. Hence, the goal of this series is to help GLBT organizations gain the capacity to work collaboratively with mainstream anti-racism organizations, so both racism and homophobia are better addressed in the local community. The first module in the series introduces "Shipbuilding," a powerful tool for assessing the simultaneous dynamics of racism and homophobia in one's local community. The shipbuilding tool also allows one to assess how his or her GLBT organization functions within that environment.

Presenters: Paul Hawkins, *National Association of Black & White Men Together, Pittsburgh, PA*; Lavera Brown, *YWCA of the USA, Pittsburgh, PA*; Irwin Rothenberg, *National Association of Black & White Men Together, Washington, DC*; John Williams, II, *National Association of Black & White Men Together, North Hollywood, CA*

The NGLTF Policy Institute's Racial and Economic Justice Initiative

Boardroom 417

Movement Building

As part of a five-year strategic research and action program to increase awareness and advocacy on behalf of groups of underserved GLBT people, the Racial and Economic Justice Initiative will provide a deeper understanding of the demographics and policy needs of GLBT limited income and people of color communities. The initiative will encourage targeted GLBT and non-gay advocacy organizations to prioritize the policy needs of these underserved populations. The first phase of the initiative will involve data gathering, analysis and consultation with grassroots constituency organizations of GLBT people of color and poor people. The project will also work with social scientists to conduct research into the intersections of sexual orientation, race, class, and age.

Presenters: Urvashi Vaid, *Director—Policy Institute, National Gay and Lesbian Task Force, New York, NY*; Sean Cahill, *Director of Research & Policy Analysis—Policy Institute, National Gay and Lesbian Task Force, New York, NY*

Bisexuality: The Phantom Menace

Jewett G

Sexual Politics

"Those flaky bisexuals run back to heterosexual privilege whenever things get tough!" "They're OK, but I wouldn't want my daughter to marry one!" "If you date one, you're not only risking your heart, you're risking your health." "Couldn't they just iden-

tify as the same orientation as their partners?" "Why should we change our name?! Gay, lesbian, bisexual, and transgender is WAY too long... besides, gay and lesbian includes everyone!" Sound familiar? Come get the facts!

Presenters: Marcella Bucknam, *BiNet USA, Omaha, NE*; Terri Ann Johnson, *BiNet, Omaha, NE*; Alexei Guren, *BiNet*; Wendy Curry, *BiNet*

How to Organize & Sustain A Statewide Speakout Project

Oakland Convention Center 212

Speakers Bureau, Statewide Organizing

Volunteers and staff of the Maine Speakout Project will share experiences and offer a "How To Do It Manual" on organizing local and regional chapters of volunteers, speakers, coordinating efforts statewide, generating speaking engagements, and fundraising.

Presenters: Jonathan Lee, *Executive Director, Maine SpeakOut Project, Portland, ME*

Separation of State and Church—A Reasonable Approach Often Neglected

Oakland Convention Center 213

Spirituality/Faith, Political Q's

An important principle that is overlooked or dealt with very superficially in discussions of "gay rights" is the separation of state and church (government and religion). Join us in discussing the fact that public policy in the United States is based on the Constitution and reason—not on religion and dogma. All sodomy laws are defended on religious grounds. A march on Washington is being placed under Christian auspices. Let's have a reasonable discussion on these issues.

Presenters: Dick Hewetson, *Gay & Lesbian Atheists and Humanists, San Francisco, CA*; Jim Hicks, *Gay & Lesbian Atheists and Humanists, San Francisco, CA*

WebBuilding: Launching and Promoting a Web Site (A)

East Hall

Technology

Launching a website is *not* as difficult and *just* as rewarding as launching Apollo 11 and landing on the moon. You too can build a website that highlights your cause and furthers your organizational mission. *WebBuilding* focuses on building websites for activist purposes, including basic page design, linking strategies, and interactive elements such as message boards and membership forms. Although you may not have all the major networks tuned in to your every keystroke, *WebBuilding* will help you promote your website to the moon and back so that your intended audience will visit early and often. Advanced astro- and cosmonauts will learn how to integrate automatic fax and email capability for time-sensitive campaigns and how to register and protect domains.

national gay and lesbian task force

Those attending the training will get hands-on experience in this limited lab setting. Space cadets should pre-register onsite due to limited capacity.

Presenters: **Loren Javier**, *Interactive Media Director, Gay & Lesbian Alliance Against Defamation, San Francisco, CA*; **Will Doherty**, *Director of Online Community Development, Gay & Lesbian Alliance Against Defamation, San Francisco, CA*

Intergenerational Coalitions—Bridging the Age Gap

Jewett F

Youth

What are the benefits of an intergenerational coalition? How can you get young people involved? How can a group maintain a youth empowerment focus and still create spaces for people over 21 to feel ownership? We encourage people of all ages to come and participate in activities and dialogue facilitated by youth and adults from the Rainbow Youth Coalition. The Rainbow Youth Coalition (RYC) is an intergenerational group of students, educators, parents, and community members. Located in the Raleigh, Durham, Chapel Hill area of North Carolina, the RYC strives to make schools safer for GLBT young people through youth empowerment, workshops, panels, and presentations.

Presenters: **Darnell Christopher Williams**, *North Carolina Lambda Youth Network, Durham, NC*; **Zabrina Alequire**, *North Carolina Lambda Youth Network, Durham, NC*

session three friday
4:00 pm - 5:30 pm

Confronting Institutional Ageism

Jewett F

Aging/Ageism

How is ageism expressed within our community organizations and media? This workshop on ageism will concentrate on how to introduce the concept into organizations and identify what they need to do to deal directly with internal ageism and ageism in the wider lesbian/gay community. Concrete steps will be discussed that individuals within the organizations can take to correct this problem as well as what institutional changes must be introduced.

Presenters: **Terry Kaelber**, *Executive Director, Senior Action in a Gay Environment (SAGE), New York, NY*; **Hal Kooden**, *New York, NY*; **Rosalie Regal**, *New York, NY*; **Sandy Warshaw**, *New York, NY*; **Shevy Healy**, *Old Lesbian Organizing for Change, Apache Junction, AZ*

Laying the Foundation: Housing Options for Gay & Lesbian Older Adults

Jewett H

Aging/Ageism

This symposium will address the current and future gay & lesbian housing needs. The results of SAGE (Senior Action in a Gay Environment) national gay & lesbian's needs survey will be presented. Four or five model programs in various stages of development will be highlighted. On an international level, one project in existence in Amsterdam, The Netherlands will be discussed. A model has been replicated in the Los Angeles, CA area for women with dementia, which also addresses long term care issues in our community.

Presenters: **Linda Laisure**, *Administrator, H.O.M.E. & Coordinator, St. Joseph's Center, Venice, CA*; **Lora Connolly**, *California Dept. of Health Services—Ofc. of Long Term Care, Elk Grove, CA*; **Nancy Nystrom**, *Michigan State University, East Lansing, MI*; **Terry Kaelber**, *Executive Director, Senior Action in a Gay Environment (SAGE), New York, NY*; **Kristy Finzer**, *Coordinator of Day Rehab., Center for Healthy Aging, Santa Monica, CA*; **Peter Lundberg**, *The Lundberg Group, San Francisco, CA*

Muscles, Barebacking, and Sex Panic!: Current Gay Male Sex Debates & Changing Cultural Understandings of HIV/AIDS

Simmons 4

AIDS/HIV,
Men's Health/Culture

What's behind the current gay male debates on barebacking, Sex Panic!, circuit parties, and unprotected sex? How can we understand these debates and contextualize them within gay men's changing relationships to HIV/AIDS and generational divisions occurring in gay male subcultures?

This slide show/lecture presents the central ideas featured in Eric Rofes' Book *Dry Bones Breathe: Gay Men Creating Post-AIDS Identities and Cultures* (Haworth, 1998), hailed by *The Nation* as "perhaps the most important book about gay men's communities and cultures of the past decade." Rofes critiques both the "AIDS Is Over" rhetoric and the backlash "AIDS Is Still A Crisis" discourse, and argues that the current epidemic moment is a period when gay men of diverse races, classes, and generations are renegotiating the position of HIV/AIDS in gay male identity and in community life.

Presenters: **Eric Rofes**, *Professor, Humboldt State University, San Francisco, CA*

"Show Me" Justice: A Missouri Case Study and National Update on Enacting Hate Crimes Legislation

Jewett A

Anti-Violence

Missouri is the only state to pass a hate crimes law this year. In light of the murders of Matthew Shepard, Billy Jack Gaither, and others, it is surprising that so many states defeated their proposed hate crimes bills and that the federal government still is struggling to add sexual orientation, disability, and gender protection to federal hate crimes laws. This program will provide an overview of the status of hate crimes legislation at the federal and state levels. Most important, this program will provide a model for a victorious legislative campaign, based on the experience of the Privacy Rights Education Project in Missouri, and for organizing, coalition building, lobbying, and strategizing to ensure protection based on sexual orientation and gender identity in hate crimes laws.

Presenters: Jeff Wunrow, Executive Director, Privacy Rights Education Project, St. Louis, MO; Dan Hawes, Field Organizer, National Gay and Lesbian Task Force, Washington, DC; Blake Cornish, Federal Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC

Making Ourselves Up As We Go: Creating Change at a Conservative State University

Oakland Convention Center 206 Campus

Fighting glbt battles in a conservative school in a conservative state? Presenters from the University of Nebraska-Lincoln will describe how they "made themselves up" as the UNL Committee for GLBT Concerns instead of waiting for administrative sanction and appointment. Through the years, this committee of students, staff, and faculty has established our own stationary; an extensive mailing list to which we send out minutes/a newsletter; a web page; an annual report on glbt issues on campus; an annual meeting with the chancellor; press contacts who call when issues arise; and a symposium series with local speakers and an annual national speaker. We will be eager to solicit participants' campus organizing strategies as well, particularly from those in conservative milieus.

Presenters: Barbara DiBernard, University of Nebraska at Lincoln, Lincoln, NE; Pat Tetreault, Community Health Education Dept. at Univ. of Nebraska, Lincoln, NE

Electoral Organizing for Movement Building: Taking on Racism and Homophobia in the Initiative Wars

Board Room 417

Elections/Campaigns

Fight the Right, Organizing Movement Building

The Right continues to try to divide and conquer our communities. In particular, homophobic policies have a long history of being used to divide communities of color and progressive coalitions. To fight both homophobia and racism we must confront both head on in order to build long term movements. We must also develop lasting skills and infrastructure in order to build the power needed to truly turn back the Right.

Presenters: Mimi Ho, Californians For Justice, Oakland, CA

Fix Your Fund Raising Events

Oakland

Fundraising

Learn how to EVENTfully entertain and educate donors. Is your event special, but it doesn't raise any money? Make a fund loser a fundraiser! Don't get stuck doing everything. Get everyone with a pulse to volunteer. Will they remember you after the last dance? Make your organization a star! PLUS: 5 easy steps to become an event diva.

Presenters: Russell Roybal, National Field Manager, OutGiving Project—Gill Foundation, Washington, DC; Lila Gracey, Director of Donor Resources, Gill Foundation, Washington, DC

Coalition Building for Health Care Justice

Oakland Convention Center 205

Health Movement Building

What do poor people, Black people, fat people, disabled people, non-English-speakers, transgender people, the unemployed, the old, and the self-employed (to name a few) all have in common? Simple. We are denied access to various aspects of the American "health care" system. Yet where is the diverse, open-ended nationwide movement to reform that system with justice and respectful health care for all? Fragmented, disconnected, and single-issue groups abound, but there is perhaps no single more fertile ground for a powerful and effective nationwide coalition.

Presenters: Simi Litvak, Senior Researcher, World Institute on Disability, Oakland, CA; Darlene deManincor, Support Group Facilitator, Women's Cancer Resource Center, Oakland, CA; George Roosen, Gay & Lesbian Outreach to Elders, San Francisco, CA; Dominique Rosa Leslie, ReDiscovery Consulting, San Francisco, CA; Richard LaFortune

Challenges to Sexual Orientation and Human Rights Organizing in a Global Context

Oakland Convention Center 211

International

The workshop will present information and create advocacy tools that take into account the framing of sexual orientation issues as human rights issues, the placing of human rights and sexuality within a cultural context, and the use of human rights as an organizing tool.

Presenters: Sydney Levy, Campaigns Coordinator, International Gay & Lesbian Human Rights Commission, San Francisco, CA; Daniel Lee, International Gay & Lesbian Human Rights Commission, San Francisco, CA

How to Pass & Defend Your Local Anti-Discrimination Law

Jewett G

Legislative

Leaders from SAVE Dade will describe the strategy that enabled them in December 1998 to pass their Human Rights Ordinance banning discrimination on the basis of sexual orientation. They will also explain the steps they have taken since to prepare to protect that victory at the ballot box. The Christian Coalition aims to repeal the Ordinance via ballot initiative in 2000. Learn how SAVE Dade overcame the legacy of the Anita Bryant defeat of the '70's to build a large, strong leadership team.

Presenters: David Fleischer, Senior Fellow—Policy Institute, National Gay and Lesbian Task Force, New York, NY; Jorge Mursuli, Executive Director, SAVE Dade, Miami Beach, FL; Sheila O'Farrell, Field Director, SAVE Dade, Miami Beach, FL; Grisel Rodriguez, Field co-chair, SAVE Dade, Miami Beach, FL; Georg Ketelohn, Field co-chair, SAVE Dade, Miami Beach, FL

Fighting for the Freedom to Marry: Beating Back Backlash on the Ballot and in Legislatures

Oakland Convention Center 203 **Marriage**

This panel will discuss the nuts and bolts of marriage organizing, ranging from ways to shape an affirmative "climate of receptivity" among judges, legislators, civic leaders, communities of faith, the media, and the public at large, to ways to beat back backlash and respond to crises such as state anti-marriage bills or measures such as California's Knight Initiative. Panelists will explore practical steps for reaching out to non-gay allies and the persuadable public, doing public education through the media, working with the legislature, and dealing with electoral challenges.

Presenters: Evan Wolfson, Marriage Project Director, Lambda Legal Defense and Education Fund, New York, NY; Jenny Pizer, Staff Attorney, Lambda Legal Defense and Education Fund, Los Angeles, CA; Leslie Curtis, Field Director, Californians For Fairness, San Francisco, CA; Bob Kim, Staff Attorney, American Civil Liberties Union of Northern California, San Francisco, CA; Jean Harris, Basic Rights Oregon, Portland, OR

Broadening The We: Building a Multi-Issue Movement (B)

West Hall

Movement Building

See description in Session 2.

Building Our House: Dismantling Institutional Racism (A)

AJ Toppers

Movement Building

Derrick Bell has written about the "permanence of racism." The bleakness of this concept should not blind us to its fundamental truth: we cannot be an anti-racist, "progressive" wing of the lgbt movement and leave the leadership, the cultural character, and the organizational structure of our institutions and grassroots organizations unchanged. Real change is structural, not cosmetic. Progressives in this movement cannot continue to pay lip service to diversity while our institutions remain culturally static, inaccessible, and bound to the interests of "white" middle and upper class queers that continue to be the financial core of support for the movement. Change must be conscious. It will require commitments of resources and a high degree of integrity from our leadership. Change means that some of our leadership will plan for their succession in ways that ensure a more diverse leadership. Change—for individual institutions and for the movement—requires a plan.

Presenters: Carmen Vazquez, Public Policy Director, Lesbian & Gay Community Services Center of NYC, New York, NY

The Intersection of Racism and Homophobia: Module 2, Resolving Roadblocks

Jewett C

Movement Building

The goal of this series of three workshops is to spur collaboration between LGBT and mainstream anti-racism organizations, so both racism and homophobia are better addressed in the local community. To do that, however, organizations must first face any internal roadblocks that can hinder collaborative work. Of course, such roadblocks are often symptoms of the dynamics of racism and homophobia played out in the community at large. This second workshop module therefore allows participants to analyze case studies reflective of real-world roadblocks. By doing so, the participant will gain a core understanding of how to manage such roadblocks at home.

Presenters: Paul Hawkins, *National Association of Black & White Men Together, Pittsburgh, PA*; Lavera Brown, *YWCA of the USA, Pittsburgh, PA*; Irwin Rothenberg, *National Association of Black & White Men Together, Washington, DC*; John Williams, II, *National Association of Black & White Men Together, North Hollywood, CA*

Contradictions and Connections Between Social Movements and the Institutions They Build

Simmons 1

Political Q's

The Queer movement is at an interesting crossroads. As lesbians and gay men gain more credibility and legitimacy they have started to build an infrastructure through organizations ranging from community centers to social service organizations to political and lobbying groups. The result creates a new challenge for queers interested in social change. Questions are raised about who represents the ideas, desires, and aspirations of lesbian, gay, bisexual, and transgender people. How do institutions relate to their constituents? Who are their constituents? Who are our institutions accountable to and why? How do our organizations encourage or discourage activism? This panel discussion will include academics and activists who have worked within and outside the queer movement to discuss some of these questions and to talk about what lesbian, gay, bisexual, and trans people can learn from the experiences of other progressive movements.

Presenters: Frances Kunreuther, *Hauser Center for Nonprofit Organizations, Cambridge, MA*; Kim Klein, *Chardon Press, Oakland, CA*; Rinku Sen, *Center for Third World Organizing, Oakland, CA*

This Bud's for Who? Second Thoughts About Alcohol & Tobacco Industry Sponsorship

Oakland Convention Center 210

Political Q's

The alcohol and tobacco industries have given money and sponsored lgbt community events for years. However, recently their presence has grown considerably in lgbt magazines, bars, and events. Health professionals and activists will look at these trends and discuss the significance this has for our community. How much money do these industries give to our community? Are we selling ourselves cheaply? What other costs are involved?

Presenters: Jim Smith, *Community Focus, San Francisco, CA*; Bob Gordon, *San Francisco, CA*; Keith Folger, *Progressive Research & Training, Oakland, CA*; Michael Browning, *Day One*

Support Services for Sexual Minority Youth: Examining a Multi-Faceted School-Based Program

Oakland Convention Center 213

Public Schools

Since September 1990 Support Services for Sexual Minority Youth has been an integrated part of San Francisco Unified School District. The program, which is implemented in grades k-12, includes curriculum development and implementation, professional development, and individual and group counseling for self-identified students and families. Participants will examine all aspects of the program: anti-slur campaigns, how staff are utilized to implement activities and curriculum, and ways to implement similar programs within their communities.

Presenters: Kevin Gogin, *San Francisco United School District, San Francisco, CA*; Crystal Jang, *San Francisco Unified School District, San Francisco, CA*

Organizing Religion for Social Change: The National Religious Leadership Roundtable

Oakland Convention Center 204

Spirituality/Faith

A discussion with members of this national coalition of pro gay religious denominations and groups fighting homophobia both within and without their religious institutions.

Presenters: Ken South, *Aging Initiative Fellow—Policy Institute, National Gay and Lesbian Task Force, New York, NY*; Charles Cox, *Dignity USA, Washington, DC*; Kirsten Kingdon, *Executive Director, Parents, Families, and Friends of Lesbians and Gays (PFLAG), Washington, DC*; Keith Kron, *Director, GLBT Concerns Office—Unitarian Universalist Assoc., Boston, MA*; Scott Gansl, *World Congress of Gay & Lesbian Jewish Organizations, Trenton, NJ*; Christian De La Huerta, *Q Spirit*; Faisal Alam, *Field Associate, National Gay and Lesbian Task Force and Founder, Al-Fatiha, Washington, DC*; Laura Montgomery Rutt, *Equal Partners in Faith, Washington, DC*

Health Policy

Oakland Convention Center 212

Women's Health/Culture,
Men's Health/Culture

What are the most pressing health policy issues facing the GLBT community? How should we engage policy debates on Medicaid/Medicare reform, managed care, the uninsured, etc.? What types of research needs to be done? What health concerns are specific to various population subgroups? How can the federal government and the health care sector as a whole better prevent disease and promote health in a holistic, systematic, and less reactive way?

Presenters: Patricia Dunn, *Gay & Lesbian Medical Association, San Francisco, CA*; Stephan Oxendine, *African American Men's Health Institute, San Francisco, CA*; Ron Rowell, *National Native American AIDS Prevention Center, Oakland, CA*; Judith Bradford, *Lesbian Health Research Institute*; Marsha Martin, *Dept. of Health and Human Services*

session four friday 6:00 pm - 7:30 pm

The Red Dot Girls: An Assets-Based Model of Community Development with Old Lesbians

Jewett H

*Aging/Ageism,
Women's Health/Culture*

This presentation will focus on a group of senior Seattle lesbians who have developed a community project based on an assets model of community building. Still in progress, the number of women involved has grown to over 400 in under two years. The women have developed a "tool bank" into which each contributes talents and skills to others to help when needed. Other evolving concepts developed by the women will be discussed.

Presenters: Nancy Nystrom, *Michigan State University School of Social Work, East Lansing, MI*

Still Crazy After All These Years...Homo Panic as the Chief Anti-Gay Defense

Oakland Convention Center 210

Anti-Violence

"Homosexual Panic" has been used for a hundred years or more as a defense in cases where an assailant has killed or maimed glbt victims. The classic defense has been used to some degree or another in cases ranging from the murders of Scott Amedure; to Matthew Shepard; Billy Jack Gaither; the Medford, Oregon slayings of Roxanne Ellis and Michelle Abdel; and Vitaly Poliakov's murder at the hands of XY coverboy Josh Puckett.

This workshop will examine cases where Homo Panic has been a central issue of the defense and some of the roots of the argument that have helped it succeed in too many instances.

Presenters: Jeffrey Montgomery, *Executive Director, Triangle Foundation, Detroit, MI*

Build Your Own Queer Studies Program

Oakland Convention Center 206

Campus

Want to start or expand a queer education program? Founders, staff, and board members of the Bay City's unique queer education institutions will speak about the creation and evolution of the queer studies and cultural organizations there. Want to discuss the challenges of institutionalizing queer studies? Members of the board of the Center for Lesbian and Gay Studies will speak about CLAGS' syllabus project, its "advocacy files" for queer studies programs under attack, and its "Seminars in the City" series for non-academics. Come prepared to brainstorm ways to create connections among the many queer education programs being developed at different sites across the nation.

Presenters: Paisley Currah, *Professor, City University of New York, Brooklyn, NY*; David Eng, *Professor, Columbia University, New York, NY*; Alan Yang, *Professor, Columbia University, New York, NY*; Pamela Peniston, *Executive Director, Qcc The Center for LGBT Art & Culture, San Francisco, CA*; Susan Stryker, *Executive Director, Gay & Lesbian Historical Society, San Francisco, CA*; Melissa White, *Board Member, Harvey Milk Institute, San Francisco, CA*; Jonathan Catz, *Chair, Department of GLB Studies—City College of San Francisco, San Francisco, CA*; Kevin Schaub, *Executive Director, Harvey Milk Institute, San Francisco, CA*

The Nitty-Gritty on Getting Grants

Oakland

Fundraising

Learn about the 3 R's: Read, Relate, Write! You'll read all about it and learn all about foundations. Relate for goodness sake, because Foundation Officers are your friends! Write for your rights and find foundation support for social change.

Presenters: Russell Roybal, *National Field Manager, OutGiving Project—Gill Foundation, Washington, DC*; Erika Shatz, *Gill Foundation, Colorado Springs, CO*

Let Gay City Rock Your World!

Simmons 1

Health

Since its founding four years ago, Seattle's Gay City Health Project has grown from a small band of activists into one of the nation's most talked about and often replicated gay men's organizing projects. Controversial, in-your-face, and always FUN—find out how the boys of Gay City have pushed the envelope of HIV prevention, health promotion, and gay community building. Learn how old-fashioned community organizing and cutting-edge social marketing strategies can turn your programs from drab to fabulous!

Presenters: John Leonard, *Gay City Health Project, Seattle, WA*; George Weiss, *Gay City Health Project, Seattle, WA*

Lessons From South Africa

Oakland Convention Center 211

International

Multi-issue organizing in South Africa dismantled apartheid and led to a constitution of economic, political, and human rights including nondiscrimination based on sexual orientation. This multi-issue organizing demonstrates how victory in a major liberation struggle against racism can move everything forward and has much to teach us as lesbian/gay/trans organizers in the U.S. This workshop will explore the lessons gained from a predominantly antiracist movement in South Africa that included liberation for lesbian/gay/trans people and changed the face of that movement.

Presenters: Pam McMichael, *Southerners On New Ground, Louisville, KY*; Craig Washington, *Southerners On New Ground, Atlanta, GA*

Door-To-Door Campaigning Against the Knight Initiative

Simmons 4

Legislative

Join us as we campaign door-to-door in Oakland to defeat the anti-gay-marriage Knight Initiative. We will give you small group training and role play practice before we go out to local neighborhoods where we expect to find both supportive and persuadable undecided voters. Everyone will be paired with a partner who will be talking to voters just across the street, so if you run into questions you'll have back-up nearby. If you have never campaigned door-to-door before using words like "gay" and "marriage", you will be pleasantly surprised to discover that voters' hearts and minds are more open than you might expect.

Presenters: David Fleischer, *Senior Fellow—Policy Institute, National Gay and Lesbian Task Force, New York, NY*

Organizing for GLBT Veterans and Their Allies

Board Room 417

Military/Veterans

How to organize around the "Don't Ask, Don't Tell, Don't Pursue" policy and other issues of interest to GLBT veterans and their allies. The workshop will focus on outreach and education strategies including: lobbying, media, and grassroots organizing opportunities for the new millennium.

Presenters: Stacey Sobel, *Senior Staff Attorney, Servicemembers Legal Defense Network, Washington, DC*; Nancy Buermeyer, *Deputy Director for Legislation, Human Rights Campaign, Washington, DC*

Building Our House: Dismantling Institutional Racism (B)

AJ Toppers

Movement Building

See description in Session 3.

Class and Activism: How Class Issues Can Constructively (or Destructively) Affect Social Change Campaigns

Jewett F

Movement Building

Activists often find themselves working with people with class experiences very different from their own. This often causes major grief. Awareness of class markers and class issues can significantly help activists; lack of awareness can be deadly.

Presenters: Susan Raffo, *Minneapolis, MN*; Laurie Toby Edison, *San Francisco, CA*; Jewelle Gomez, *San Francisco, CA*; Aaron Lichtov, *Midwest Trans Institute, Minneapolis, MN*

How to Set Up Services for Poor/Homeless Queers

Oakland Convention Center 213

Movement Building

A panel of activists will talk about services they have set up or are involved with that provide services to poor and/or homeless queers in San Francisco. They will also answer questions about how these types of programs can be set up in other cities.

Presenters: Tommi Avicoli Mecca, *San Francisco, CA*; David Gant, *Simply Supper, Berkeley, CA*; Elba Montez, *San Francisco, CA*; Judy Appell, *Coalition for the Homeless of San Francisco, San Francisco, CA*; Eric Politzer, *Ark of Refuge, San Francisco, CA*

The Intersection of Racism and Homophobia: Module 3, Creative Role Play

Jewett C

Movement Building

What happens when members of an LGBT organization meet with the members of a mainstream anti-racism organization to discuss the possibility of working collaboratively? In module 3, we find out! Designed as a role-play, this module emulates the real-world challenges and opportunities faced by potential collaborations. With it, participants will gain insights to help them successfully initiate and manage such collaborative work at home.

Presenters: Paul Hawkins, *National Association of Black & White Men Together, Pittsburgh, PA*; Lavera Brown, *YWCA of the USA, Pittsburgh, PA*; Irwin Rothenberg, *National Association of Black & White Men Together, Washington, DC*; John Williams, II, *National Association of Black & White Men Together, North Hollywood, CA*

The Past Meets the Present: Oral History, Community Building, & Social Change

Oakland Convention Center 204

Movement Building

Learn about community oral history projects as ways to 1) record and preserve lgbt people's individual and collective histories; 2) affirm and build bridges between older and younger lgbt people; 3) build a stronger sense of community; 4) link research and activism; and 5) learn from the past. Participants will get hands-on interviewing experience, explore what happens when on person shares his/her memories with another, and receive practical information on doing oral history work in their own communities.

Presenters: Saralyn Chesnut, Director, Emory University Office of LGB Life, Atlanta, GA

The Brainstorm Workshop (B)

VIP Parlor 1911

Organizational Development

See description in Session 1.

Queer History of the Bay

Area

Jewett G

Other

San Francisco is the Queer Mecca of the last quarter of the 20th century. We have queer supervisors, queer vice-mayors, queer neighborhoods, and queer shopping districts. We have almost certainly the greatest percentage of out gays, lesbians, bisexuals, and transfolk anywhere on the planet. We also have a shameful history of white skin privilege, control issues, and blatant racism, as well as a high rate of gay-bashing and other anti-queer hate crimes. Where did all this come from? What made this city the focus of so much queer history? The people who have been here all along will tell you.

Presenters: Ruth Maheny, San Francisco, CA; Susan Stryker, Executive Director, Gay and Lesbian Historical Society of Northern California, Oakland, CA; Hank Tavera, Co-Chair, Latino/a Lesbian & Gay Organization—California, San Francisco, CA; Lani Ka'ahumanu, Board of Directors, National Gay and Lesbian Task Force, San Francisco, CA; Al Cunningham, Co-Director, Yours in the Struggle Project, San Francisco, CA

Queer, Asian and Tweaking

Oakland Convention Center 212

People of Color

As the AIDS epidemic moves into its third decade, the use of substances, crystal meth and its satellite drugs in particular, has emerged as a major issue for prevention services and gay life. The canon of prevention has long held that substance use is significant primarily as injection risk, but emerging studies and social trends suggests that non-injection drug use is a significant co-factor of all new infections specifically among men who have sex with men. We will present a primer on the risk

of meth-using MSMs, the psychosocial and social justice issues involved, the clash of risk/harm reduction with recovery philosophies, the migration patterns of the drug, the racial/cultural barriers and variables, as well as the history, culture and social construction of crystal meth as a sexual drug all in the context of Asians and Pacific Islanders in the U.S.

Presenters: Joel Tan-Barraquiel, Asian Health Services, Oakland, CA; Philip Huang, Asian Health Services, Oakland, CA; Jojo Angeles

When Religious Liberty Threatens GLBT Rights

Oakland Convention Center 205

Political Q's

Religious liberty is an American principle that deserves to be cherished and protected. But recent legislative attempts to strengthen religious liberty have the unintended consequence of significantly impeding enforcement of state and local civil rights laws protecting all minority groups, including the gay, lesbian, bisexual, and transgender community, against those who raise religious belief defenses against such laws. Also, legislative efforts at the state and federal levels are directing more social service and other funds to faith-based service providers, through provisions known as "Charitable Choice." This program will explore the different ways in which religious liberty affects existing and future laws that protect GLBT people from discrimination, as well as the effects Charitable Choice laws may have on the ability of GLBT people to find appropriate counseling, treatment, and other services.

Presenters: Chris Anders, Federal Legislative Director, American Civil Liberties Union, Washington, DC; Blake Cornish, Federal Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC; Chai Feldblum, Legislative Consultant, National Gay and Lesbian Task Force, Washington, DC; Hector Vargas, State Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC; Dianne Hardy-Garcia, Executive Director, Lesbian & Gay Rights Lobby of Texas, Austin, TX; Jenny Pizer, Staff Attorney, Lambda Legal Defense and Education Fund, New York, NY; Nancy Buermeyer, Deputy Director for Legislation, Human Rights Campaign, Washington, DC

Calling All Virtual Couch Potatoes: Get Cyberactive! (B)

East Hall

Technology

See description in Session 1.

Sexism, Feminism, & the Queer Community

Oakland Convention Center 203

**Women's Health/Culture,
Movement Building**

A look at how a critique of sexism in the queer male community and an understanding of the value of a multi-racial and progressive feminism are indis-

pensable to the development of a truly diverse queer community and the creation of coalitions across differences. Panelists will include a bisexual transgender Latina, a gay male activist, and several women of color who will talk about their experiences with sexism and feminism.

Presenters: Elizabeth Dettmer, Oakland, CA; Dominique Rosa Leslie, San Francisco, CA; Jewelle Gomez, San Francisco, CA; Jamie Lee Evans, Oakland, CA; Eric Rofes, Professor, Humboldt State University, San Francisco, CA; Alex Dobkin

Taking Stock: Using Shareholder Proxies to Force Votes on More Equitable Workplace Policies

Jewett A

Workplace

In early 1998 McDonald's Corp. added the words "sexual orientation" to its nondiscrimination policy rather than allow shareholders to vote on the proposal at a public shareholder meeting. In April a similar shareholder resolution at General Electric garnered 8.6 percent of the vote, double what proponents had projected and nearly three times the percentage needed to submit the proposal again next year. A month later a similar shareholder resolution at Exxon Corp. garnered 8 percent of the vote. The results of the two ballots, while far from the necessary majority for passage, represent a significant achievement for a social-issue resolution in the first year since the Securities and Exchange Commission approved such proxies. This panel will tell the stories behind these proxies, and explain the SEC rules governing shareholder resolutions. The group will also discuss the process by which shareholder activists select targets and get out the vote.

Presenters: Jim Bryson, Human Rights Campaign, Philadelphia, PA; Kim Mills, Education Director, Human Rights Campaign, Washington, DC; Shelley Alpern, Trillium Asset Management Corp., Boston, MA; Allison Beezer, Pride Foundation—Investment Committee, Seattle, WA

session five saturday
9:00 am - 10:30 am

Ageism & Multiple Intersections

Jewett F

Aging/Ageism

This session will explore the dynamics across generations of activists within the LGBT communities. On this panel are four activists representing four different generations. Discussion will be grounded in how age intersects with other characteristics of identity including class, race, and gender.

Presenters: Penny Gardner, Michigan State University, Lansing, MI; Kelly Fuller, Lansing, MI; Lindsay Stafford, Lansing, MI; Brent Bilodeau, Michigan State University, East Lansing, MI

Responses to Police Brutality and Violence

Oakland Convention Center 212

Anti-Violence

This workshop argues for a radical response which goes beyond the service-oriented approach most popular among Lesbian, Gay, Bisexual, Two-Spirit, and Transgender (LGBTST) organizations which support victims of police violence and brutality. The session will explore and develop (i) broader definitions of police brutality which include less-recognized acts of violence; (ii) concrete and substantive analyses which demonstrate the ways in which class, race, citizenship status, gender, age, and other social identities combine with sexuality to define LGBTST victimization at the hands of the police; and (iii) strategies for building meaningful alliances with non-LGBTST organizations to fight police brutality.

Presenters: Joo-Hyun Kang, The Audre Lourde Project, Inc., Brooklyn, NY; Clarence Haynes, The Audre Lourde Project, Brooklyn, NY

Mentoring GLBT Students: A New Way Out of the Shame Closet

Oakland Convention Center 206

Campus

This presentation introduces an innovative method of helping glbt students through the coming out process. Students in the early stages of coming out who may feel alienated, confused, and frightened are paired with more knowledgeable, self-accepting GLBT mentors. Mentors strive to help mentees develop a positive GLBT identity. Discussion topics include: How and why mentoring works, how to set up a similar program, potential hazards, benefits, and success stories.

Presenters: Pat Alford-Keating, UCLA, Los Angeles, CA; Heather Corliss, UCLA, Los Angeles, CA; Marianna Zavala Corzo, UCLA International Student Center, Los Angeles, CA; Carolyn O'Keefe, UCLA, Los Angeles, CA; Norman Jones, Charles Harless, Steven Leider, UCLA, West Hollywood, CA;

San Francisco's Equal Benefits Ordinance: The Next Step in Domestic Partners Legislation

Oakland Convention Center 207

Domestic Partnership, Legislative

This presentation will provide information on San Francisco's groundbreaking Equal Benefits Ordinance, a law that requires employers doing business with the City to provide the same benefits to their employees with domestic partners as they provide to employees with spouses. Panelists will

national gay and lesbian task force

provide tools and advice for activists interested in implementing similar policies within their regions, including information on the law's enactment, and how the City defends against legal challenges to the Ordinance.

Presenters: **Cynthia Goldstein**, *City & County of San Francisco Human Rights Commission, San Francisco, CA*; **Dennis Aftergut**, *San Francisco City Attorney's Office, San Francisco, CA*; **Leslie Katz**, *San Francisco Board of Supervisors, San Francisco, CA*; **Geoffrey Kors**, *Wotman & Kors, San Francisco, CA*

Advancing Our Agenda in the 2000 Presidential Election

Oakland Convention Center 208

Elections/Campaigns

Gay rights became a major political football in the 1992 and 1996 presidential campaigns. What role will GLBT issues play in the 2000 elections? In California, how will the anti-gay Knight Initiative affect the presidential primaries slated for the same day? In the 1996 Congressional elections, 5% of voters self-identified in exit polls as gay, lesbian, or bisexual. In the 1998 Congressional elections one third of GLB voters voted Republican. How can we capitalize on the size and independence of the GLBT vote to advance a pro-gay agenda in the 2000 presidential elections? How can we maximize voter turnout and minimize gay-bashing?

Presenters: **Virginia Apuzzo**, *Senior Fellow—Policy Institute, National Gay and Lesbian Task Force, New York, NY*; **Keith Morrison**, *Washington, DC*; **Steve Labinski**, *Log Cabin Republicans of Texas, Austin, TX*; **Winnie Stachelberg**, *Political Director, Human Rights Campaign, Washington, DC*

In the Best Interest of the Child: LGBT Parents, "Divorce", and a New Community Ethic

Oakland Convention Center 211

Families

The cases of our children being affected by hostile same-sex "divorce" are reaching alarming heights. Because of this an ad-hoc alliance of LGBT legal and family-oriented organizations recently published "Protecting Families: Standards for Child Custody Disputes in Same-Sex Relationships." This workshop will explore ways in which to use this document as an organizing tool. In an atmosphere of anti-family legislation how can we, as a community, strengthen our families—even when relationships change?

Presenters: **Ray Drew**, *Family Pride Coalition, San Diego, CA*

To End Shame, Secrecy, and Mutilation of Intersexed People

Board Room 410

Gender Issues

The intersexed individual exhibits sexual differentia in a wide range of biological conditions. The Intersex Society of North America (ISNA) details some of these conditions with a focus on the need for alternatives or delay of treatment for the sake of gender conformity. "Hermaphrodites Speak!", a 30-minute video, will be featured with an overview of history and present-day reality of intersexuality, personal experiences shared by intersexed persons, and questions and answers.

Presenters: **Sam Ferguson**, *Intersex Society of North America, San Francisco, CA*; **Howard Devore**, *Intersex Society of North America, San Francisco, CA*

Butch/FTM Dialogue III: The Relationships

AJ Toppers

Gender Issues

Women's Health/Culture

Transgender Issues

Continuing the very successful, very stimulating conversations of the past two Creating Change conferences, this workshop will explore another issue that intersects the butch and FTM communities. This year we will look at the impact transition (Female to Male) has on relationships—when a butch transitions to male what happens to the partner? How does the relationship change, grow, suffer? Does the partner still feel "lesbian"? How does the couple negotiate changes in community, status, and identity?

Presenters: **Marj Plumb**, *Marj Plumb & Associates, Albany, CA*; **Loree Cook-Daniels**, *Vallejo, CA*; **Marcelle Cook-Daniels**, *Vallejo, CA*; **Margaret Sloan-Hunter**, *Oakland, CA*; **Joan (JEB) Biren**, *Takoma Park, MD*; **Carmen Vazquez**, *Public Policy Director, Lesbian and Gay Community Services Center of New York, New York, NY*

From Apathy to Action: Politics for the Politically Challenged

Jewett A

Legislative, Organizing

Our representatives in government cannot make informed policy decisions without talking to people in the trenches, and we must work to educate them. But officials won't listen to us if we don't have political power. We must understand the importance of being involved in both the legislative and electoral process as a community. This panel of grassroots activists will provide concrete techniques for making change on the state and local level.

Presenters: **Carlie Steen**, *Lesbian & Gay Community Services Center of NYC, New York, NY*; **Carmen Vazquez**, *Public Policy Director, Lesbian and Gay Community Services Center of New York, New York, NY*

Dealing with Difference— Exploring Cultural Heritage

Oakland Convention Center 210

Movement Building

This workshop is designed to deal with some of the barriers imposed by race, gender, class, sexual orientation, and cultural differences. Discussions will focus on the use of humor to generate creativity and true affirmative action in our daily lives. With its accent on leadership training, this session will empower participants to promote harmony and provide guidance and direction in their respective environments.

Presenters: Karen Williams, *International Institute of Humor and Healing Arts, Cleveland, OH*

Community Exploration for Empowerment: How to Plan & Run an Effective Workshop

Board Room 417

Organizational Development

Participants will design "learner-centered" workshops to provide essential knowledge, skills, and access to resources for members of the GLBT community. In this "hands-on" workshop they will study community-based modes of empowerment education and review models of community-exploration workshops. Their workshop designs will include setup, ground rules, identification of realistic objectives (and methods to achieve them), how to recruit and engage participants. Participants will also develop appropriate tools to evaluate their workshop participants and themselves.

Presenters: JR Dreyer, *Board Member, National Gay and Lesbian Task Force, Boston, MA*

The Brainstorm Workshop (C)

VIP Parlor 1911

Organizational Development

See description in Session 1.

Crossing Class: Passing and/or Outing Yourself

Jewett H

Movement Building

Many people who cross class (in any direction) do it in secret and carry shame about their class background. Others work constantly to make sure their class background is known. This session will present the social implications of crossing class from a variety of perspectives.

Presenters: Ian Hageman, *Seattle, WA*; Athena Douris, *On Our Backs, San Francisco, CA*; Betty Rose Dudley; J. Eric Townsend, *Townsend Informatics, Los Altos, CA*

Technical Assistance: A Radical People of Color Perspective

Oakland Convention Center 205

People of Color

This workshop will be based on the Funding Exchange's Saguaro Fund (a People of Color activist fund) Technical Assistance Report for Communities of Color. A discussion that reflects the intersections of capacity building for organizations and movement building for the long haul will take place.

Presenters: Don Kao, *New York, NY*; Luz Guerra, *Saguaro/Funding Exchange, New York, NY*

How to Organize & Begin a Grassroots and Strategic Queer Statewide Organization

Oakland Convention Center 213

Statewide Organizing

At this critical period in the glbt movement it is essential that there is a voice advocating and representing the queer community in state capitals. The California Alliance for Pride and Equality (CAPE) is one of the newest statewide organizations and was up and running three months after it was organized. Using CAPE's experience and how it addressed obstacles and learned from mistakes and successes this workshop will discuss how to be accountable, solvent, and effective.

Presenters: Randy Allgaier, *California Alliance for Pride and Equality (CAPE), San Francisco, CA*

WebBuilding: Launching and Promoting a Web Site (B)

East Hall

Technology

See description in Session 2.

Between the Lines: Working With Youth of Color

Jewett C

Youth, People of Color

You say you "work" with youth of color... what does that mean? Let's talk about what doesn't get talked about enough, and dialogue about what this "work" looks like. Let's get beyond "but they don't show up" to discuss the how's, why's, what's, and why not's of organizational dynamics and institutional racism. Let's brainstorm proactive steps to move our programs to a place where they truly value the lives, voices, ideas, and experiences of youth of color.

Presenters: M'Bwende Anderson, *National Youth Advocacy Coalition, Washington, DC*; Melisa Casumbal, *National Youth Advocacy Coalition, Washington, DC*; Coya Hope Artichoker, *National Youth Advocacy Coalition, Washington, DC*; Samer Danfoura, *National Youth Advocacy Coalition, Washington, DC*

special sessions sat 1:00 pm - 2:00 pm

4-3-2-1 Activists Should Have Some Fun!

Oakland Convention Center 206

See description in Special Sessions Friday.

Ageism Exposed!!

Jewett B

Birthday cards, movies, TV, ads, jokes, and compliments all are part of the ageist bombardment we receive. It really is not possible to live in this culture and be totally immune from the poison of ageism. It would be like expecting us to be free of toxins while living in a toxin-filled environment. In future decades the birthday cards of our society will be examined much as we view the petroglyphs of prehistoric times. They will give an interesting clue to our culture's view of aging in the 20th century.

Presenters: Joan Emerson, *Old Lesbians Organizing For Change, Berkeley, CA*

Al-Anon Meeting

Board Room 417

Respecting boundaries / setting limits.

The Brainstorm Workshop

VIP Parlor 1911

Organizational Development

Become an "instant expert" in solving problems (yours or your organization's) by using The Brainstorm. This non-hierarchical problem solving technique uses group participation to come up with new ways to think about your work, your community, your LIFE. No experience necessary, come as often as you want to this drop-in workshop. Snacks provided and you'll have fun. (Note: the caucus sessions of this workshop begin at 12:30pm on Friday and Saturday).

Presenters: Emily Rosenberg

HIV: Surveillance, Partner Notification, and Anonymous Testing

Jewett C

The federal Centers for Disease Control is requiring states to track HIV infection by name or by a unique identifier, such as a combination of birth date and social security number. Each state will soon need to decide which system to use. Some public health officials believe names reporting is the only way to accurately track the progress of the disease. Others believe names reporting will drive people away from testing and treatment. Medical privacy laws may not adequately protect patients' interests. In addition, the survival of anonymous testing centers is at risk under this new regime.

Presenters: Chris Anders, *Federal Legislative Director, American Civil Liberties Union, Washington, DC*; Michael Adams, *Associate Director, Lesbian & Gay Rights Project—American Civil Liberties Union, New York, NY*; Chai Feldblum, *Legislative Consultant, National Gay and Lesbian Task Force, Washington, DC*

How to Get \$2 Million in State Funding for Lesbian & Gay Health and Social Services

Jewett H

Last year the New York State Lesbian & Gay Health and Human Services Network successfully advocated for the New York State budget to include \$1 million in discretionary funds for non-HIV-related lesbian and gay health and human services. This historic initiative helped fund 11 community-based organizations across the state, including youth programs, crime victims assistance, and drug and alcohol counseling. This year the funding was doubled to \$2 million and was given an actual line in the state budget. This workshop will provide an overview of how we got \$2 million in the state budget for lesbian and gay health and social services. We will discuss advocacy strategies, network structures and process, technical assistance and training for network members, and plans for 2000.

Presenters: Tara Herman, *Empire State Pride Agenda Foundation, New York, NY*; Sheila Healy, *Empire State Pride Agenda Foundation, Albany, NY*; Tim Sweeney, *Empire State Pride Agenda Foundation, New York, NY*

Intergenerational Queer Parenting: Reinventing Gender, Family, and Community

Oakland Convention Center 207

This workshop examines movement building through the lens of creating extended, intergenerational queer parenting clans. Panelists will challenge the notion that raising children is a necessarily assimilationist, conservative endeavor. Activists in their teens, 20's, 30's, and 50's will share their experiences of interrupting sexist, racist, and other nuclear family "norms" and show how the creation of radical queer parenting structures impacts our communities. Topics include collective parenting, cross-generational empowerment, mutual support strategies, power and accountability, multiracial parenting networks, and interrupting gender indoctrination.

Presenters: Jaime Grant, *The Union Institute, Washington, DC*; Lyndsey Vierra, *San Francisco, CA*; Anne Rhodes, *Freeville, NY*

It's Elementary: Public Television and Our Message

Oakland Convention Center 211

Lesbian, Bisexual Women's, and Trans Women's Dialogue

Jewett F

Feminists explore the complexities of sexual politics across identities. Long time activists will facilitate discussion on: What prevents us from exploring our connections instead of focusing on difference? How is feminism informed and changed by our different lives? How does feminism inform and change us? How do race and class factor into our relationships with one another and into our work? What political theories might we explore to help the LGBT movement evolve beyond identity politics?

Presenters: Debra Kolodny, BiNet USA, Silver Spring, MD; Jessica Xavier, It's Time America!, Silver Spring, MD; Cathy Renna, Gay & Lesbian Alliance Against Defamation, Washington, DC

Out At Work Caucus

Oakland Convention Center 210

Parents, Friends, and Family of Lesbians and Gays (PFLAG) Caucus

Board Room 410

Queers and Buddhism

Oakland Convention Center 204

Gay & lesbian speakers will present their relationship to Buddhism and Buddhist practice. Why they find it helpful in creating changes in their lives and helpful in creating a safer more supportive world for us. We will discuss the strengths and challenges of gays & lesbians within Buddhist practice, and discuss the limitations and possibilities for change within Buddhist organizations. History and current activities of the Lesbian Buddhist Sangha and Gay Buddhist Fellowship will be presented. The relevance of alternative faith communities for gays & lesbians will be discussed.

Presenters: Carol Newhouse, Lesbian Buddhist Sangha & Gay Buddhist Fellowship, El Sobrante, CA; Howard King, Lesbian Buddhist Sangha & Gay Buddhist Fellowship, El Sobrante, CA

Sex & Love Addicts Anonymous Meeting

Oakland Convention Center 213

Sexual behavior and boundaries in recovery.

Stay Strong, Avoid Burnout

Oakland Convention Center 208

Challenging oppression face-to-face, witnessing injustice and pain in the front lines, going on without enough backup is wonderful but exhausting.

The exhaustion is sneaky and can undercut doing our best work for the long haul. Come learn ideas and techniques for staying at your smartest and strongest, avoiding burnout, and recovering from the despair and fatigue that keeps you from your best.

Presenters: John Calvi, Putney, VT

Town meeting about organizing efforts for a National LGBTSTQ People of Color Gathering

Oakland Convention Center 205

Town meeting about organizing efforts for a National LGBTSTQ People of Color Gathering.

Why Bisexual? Can't We Just All Be Queer Men?

Jewett G

**Sexual Politics
Men's Health/Culture**

"Why Bisexual? Can't we just all be queer men?" A discussion about male bisexual identity in the current political, community, and theoretical context. Bisexual, gay, and other-identified men are all strongly encouraged to participate; come and be honest about your feelings and understandings. We will address a range of issues from sexual self-understanding to political consequences of bisexual visibility, addressing the bi-focused theme of "How can we build an effective movement while recognizing our diversity?"

Presenters: Erich Steinman, Bi-Net USA, Seattle, WA; Brett Beemyn, Bi-Net USA, Macomb, IL; Alexei Gueren, Bi-Net USA; Buzz Harris, Creating Change Associate, National Gay and Lesbian Task Force, Arlington, MA

Young People of Color & the Labor Movement

Oakland Convention Center 212

session six saturday 2:15 pm - 3:45 pm

Art & Activism 1: What is it?

Oakland Convention Center Rm 213

Art & Culture

"But is it Art?" Yes, dear, it is art for politic's sake. Money and success are not the only issues that distinguish art and activism. Art centered around queerness, ethnicity, gender, class, etc. have a unique place in the Bay Area (if not at SF MOMA or the Opera House). Five Bay Area artists will explain the 'little voice' in their head.

Presenters: John Tunui, San Francisco, CA; Sarah Felder, San Francisco, CA; Lisa Geduldig, Kung Pao Kosher Comedy, San Francisco, CA; Justin Chin; Keith Hennessey; Cheryl Marie Wade; Tim Taylor, Executive Director, Center for African American Spirituality in the Arts, San Francisco, CA; Ricardo Bracho, San Francisco, CA

Building Bridges Between Activism and Academic Research: the Case of the US Military and Don't-Ask-Don't-Tell-Don't-Pursue

Oakland Convention Center 206

Campus, Military/Veterans

What role can academic research play in changing anti-gay policy? How can bridges be built between scholars and activists? This panel will address this issue in the context of US military policies that prevent queer soldiers from serving openly.

Presenters: Aaron Belkin, University of California at Santa Barbara, Santa Barbara, CA; Stacey Sobel, Senior Staff Attorney, Servicemembers Legal Defense Network, Washington, DC

Should Opposite-Sex Couples be Included in Domestic Partnership Policies?

Oakland Convention Center 207

Domestic Partnership

Is domestic partnership a temporary substitute for same-sex marriage, a makeshift institution for GLBT people only? Or is domestic partnership about redefining the family and creating alternative family structures recognizing the diversity of all families, including opposite-sex couples? What kind of precedent might our decisions set for other issues and the future of our movement? The issue of opposite-sex inclusion is being hotly debated in corporations and legislatures, as activists and policy makers struggle to decide who should be included.

Presenters: Sally Kohn, Research Fellow—Policy Institute, National Gay and Lesbian Task Force, New York, NY; Paula Ettelbrick, Family Policy Director—Policy Institute, National Gay and Lesbian Task Force, New York, NY; Tom Coleman, Spectrum Institute, Los Angeles, CA

Size Matters: The GLB Vote in American Cities

Oakland Convention Center 208

Elections/Campaigns

The GLB vote in medium and large cities is larger than several ethnic voting blocks and has the potential to play the role of a key swing voting block (no information on transgender voting is currently available). What types of coalitions does the GLB voting block build in the multi-racial, multi-linguistic, and multi-identity arenas of American urban politics? Recently, many gay voters have supported Republicans who back a narrowly defined gay rights agenda but have dismantled human services which are of critical importance to low-income and Black and Latino communities. How has this affected coalition building between the GLBT community and communities of color in US cities?

Presenters: Robert Bailey, Professor, Rutgers University, Camden, NJ; Tom Ammiano, President, San Francisco Board of Supervisors, San Francisco, CA; Kevin Ivers, Director of Public Affairs, Log Cabin Republicans, Washington, DC

When We "Come Out", They Go Deep Into the Closet—Stories from Asian & Pacific Islander Families

Oakland Convention Center 211

Families, People of Color

This workshop will share the successful experience of Asian & Pacific Islander (API) queer people and the San Francisco PFLAG chapter in creating the API-PFLAG Family Project. Presentation includes a discussion of the problems initially encountered, cultural particularities of an API sensibility, working with first-generation immigrant families, and what you could organize in your community. The workshop will include a presentation of a video and written materials generated by the project.

Presenters: Trinity Ordon, Asian & Pacific Islander-PFLAG Family Project, Daly City, CA; Julia Thoron, Asian & Pacific Islander-PFLAG Family Project, San Francisco, CA; Diana Kim, Asian & Pacific Islander-PFLAG Family Project, San Francisco, CA; Koko Lin, Mandarin-Speaking Asian & Pacific Islander Lesbian & Bisexual Women's Network, Foster City, CA

Get a Giving Plan

Board Room 417

Fundraising

It is often assumed that donating money to non-profit organizations is easy. However, in order for people to be intentional about giving, to help ensure effective outcomes and to feel good about their giving, it is important to acquire knowledge.

This interactive workshop outlines the context in which nonprofits exist (i.e. the economic realities) and walks participants through the steps necessary to establish a personal, effective, and flexible giving plan.

Presenters: Lila Gracey, Director of Donor Resources, Gill Foundation, Washington, DC

Queens of the Hill: Making the Congress Work for Us For a Change

AJ Toppers

Legislative

This interactive workshop is designed to orient progressive activists to the true "ins and outs" of Capitol Hill and help them better understand how Members of Congress, Congressional staff, and national legislative activities and initiatives can help advance LGBTQ advocacy work locally and nationally. The workshop will focus on several aspects of Hill culture including: policy development, relationship building, and lobbying (letter writing and phone campaigns, office visits, events), scheduling, and media.

Presenters: John Newsome, Office of Congresswoman Barbara Lee (D-CA), Silver Spring, MD

The Color Triangle: A Different Look at Racism in Our Community

Oakland Convention Center 210

Movement Building

The Color Triangle, established in 1997, is a partnership among the Chicago Commission on Human Relations' Advisory Council on Gay & Lesbian Issues, LesBiGay Radio, and a consortium of organizations and businesses in Chicago. The session will focus on how the work of the Color Triangle is quickly becoming a model on how to build and maintain inclusive, diverse organizations and businesses in the LGBT community. Members of the planning council will explain the concept with interactive exercises for participants.

Presenters: Mary Morten, Advisory Council on Gay & Lesbian Issues, Chicago, IL; Neena Hemmady, Khuli Zaban, Chicago, IL; Bruce Kanarek, The Color Triangle, Chicago, IL; Evette Cardona, Amigas Latinas / Womym of All Cultures & Colors Together, Chicago, IL; Kasey Reese, GLEAM & the Color Triangle, Chicago, IL

History of the Disability Movement in the Bay Area

Jewett H

Other

At the beginning of this century people with disabilities were locked in back rooms or attics—their very existence cause from for shame. Today, the Americans with Disabilities Act and other statutes are testament to an effective advocacy effort by people determined to obtain equality and integration. How a handful of people with disabilities sparked a movement that fundamentally changed the lives of millions is a lesson for advocates everywhere.

Presenters: Laurie Toby Edison, San Francisco, CA; Dragonsani Renteria, Director, National Deaf Queer Resource Center, San Francisco, CA; Kathy Martinez, Oakland, CA; Michael Magar, San Francisco, CA; Nancy Ferreyra, Executive Director, Progressive Research & Training for Action, Oakland, CA; Deborah Caplan, Executive Director, World Institute on Disability, Oakland, CA

What Are They Saying About Me and How Are They Saying It? Right Wing Attacks on People of Color

Oakland Convention Center 205

People of Color

The Right has become increasingly sophisticated in using encoded language to co-opt, subvert, and threaten communities of color. The organized Right Wing and the gay conservative movement continue to grow—"they're still here, they're still queer, and we won't get used to it". This panel will discuss ways in which queers of color are affected by the current Right Wing onslaught and explore strategies for responding and challenging the Right within and without.

Presenters: Don Kao, New York, NY

Living Under Welfare Reform: Issues for GLBT Activists to Consider

Board Room 410

Political Q's

What does welfare reform have to do with the LGBT community? The administration of Medicaid, cash assistance, food stamps, job training, and other supports has been devolved to state and local governments, some of which are contracting out the provision of human services to religious organizations and defense contractors. In what concrete ways have GLBT people been hurt by welfare reform? What similarities exist between the rhetoric of welfare reform and anti-gay activism?

Presenters: Joseph DeFilippis, Senior Action in a Gay Environment/Queens (SAGE), Astoria, NY; Heidi Dorow, Urban Justice Center Organizing Project, New York, NY; Ingrid Rivera-Dessuit, New York City Anti-Violence Project, New York, NY

Youth, Schools, and the Law

Oakland Convention Center Rm 212

Public Schools, Youth

The target audience for this workshop is youth, students, and educators. This workshop will address concerns facing queer youth in schools. The primary goal of the workshop is to provide a forum for questions, answers, and a discussion on safety, hate crimes/speech, privacy, and free speech in the school setting. Participants will be asked to work together to brainstorm strategies for educating peers and school staff on these issues in order to improve the conditions in schools for queer youth.

Presenters: **Chris Hwang**, Staff Attorney, National Center for Lesbian Rights, San Francisco, CA; **Hector Vargas**, State Legislative Lawyer, National Gay and Lesbian Task Force, Washington, DC

What's Sex Got to Do With It? (A)

Jewett F

Sexual Politics

While we are not only sexual, we are our sexuality. Our attempts to obscure, deny, or disguise this essential truth weakens us politically and wounds us personally. The tendency to disassociate sexual liberation (and therefore sexuality) from the broader work of radical progressive social change is a movement-wide phenomenon that has significantly altered the philosophical underpinnings and political direction of the lgbt movement these last two decades. This institute will explore who we are as sexual people with varied and complex genders and erotic identities; the reasons for, and the impact of, the gradual but persistent silencing of sexual liberation theory and political practice in our movement; and the relationship of sexual liberation theory and practice to social justice work, gender discrimination, and gender liberation.

Presenters: **Carmen Vazquez**, Public Policy Director, The Lesbian & Gay Community Services Center of New York, New York, NY; **Shannon Minter**, Staff Attorney, National Center for Lesbian Rights, San Francisco, CA; **Yosenio Lewis**, Female To Male International, San Francisco, CA; **Susan Raffo**, Minneapolis, MN; **Kris Kleindienst**

Calling All Virtual Couch Potatoes: Get Cyberactive! (C)

East Hall

Technology

See description in Session 1.

Using Youth Development for LGBTQQ

Jewett B

Youth

Youth Development is the latest "buzz word" in youth work among funders, government contracts, and youth activists. Youth Development focuses on the positive aspects of young people instead of the deficit model that emphasizes negative behaviors. In this workshop you'll get the basic information about implementing Youth Development theory to help your program be its best. This will help in increasing youth participation and leadership, community building, and skills development.

Presenters: **Anne Tamar-Mattis**, Lavender Youth Recreation & Information Center (LYRIC), San Francisco, CA; **Oren Slozberg**, Lavender Youth Recreation & Information Center (LYRIC), San Francisco, CA

Homeless Queer Youth Speakout

Jewett C

Youth, Movement Building

A speakout by queer homeless and at-risk-of-being-homeless youth from the Castro who hang out by day at a special recreation center program that has been praised and damned by queers. Many are run-aways from homophobic homes; others came to the Castro for the same reason most of us did—to live in a safe queer neighborhood. But it is a neighborhood that is changing thanks to high rents that have brought in a more upscale class of people and businesses and a minimum wage that is about one-half what one needs to survive in the City by the Bay. These kids find that they are often not welcomed into this new elite society. In fact, many people merely want them out of the neighborhood altogether. What responsibility does our community have toward homeless youth? What can activists do to help?

Presenters: **Mitch Thompson**, Eureka Valley Rec Center, San Francisco, CA

East Bay Town Meeting

Oakland Convention Center 208

National Gay Lesbian Task Force Board Alumnae/i Tea

AJ Toppers

Former Board Members of NGLTF are invited to our second annual alumnae/i tea.

session seven sat 4:00 pm - 5:30 pm

Art & Activism 2: How Do We Use It To Mobilize?

Oakland Convention Center Rm 213

Art & Culture

Now that you've won a grant from the NEA, do you: a) quit your day job; b) take a 'power' break; c) change the world; d) all of the above? Do you jump on the bandwagon or get thrown in the paddy wagon? Then you realize that no one wants to march. No one wants to play dead. Clinton is the first 'Black', 'Woman', 'Gay', 'Poor' president. Tom is president of the board. Who is your antagonist? Now, who is your enemy?

Presenters: **John Tunui**, San Francisco, CA; **Laurie Toby Edison**, San Francisco, CA; **Jaime Cortez**, Program Manager, Galeria de la Raza, San Francisco, CA; **Allison Wright**, San Francisco, CA; **Tommi Avicolti Mecca**, San Francisco, CA

Mobilizing LGBT Parents: How to Reach the Hidden Activist

Oakland Convention Center Rm 211

Families

Across the nation parents face the greatest fear a parent can face... that of losing their child. From custody to adoption... today's family issues are at the front of LGBT struggles for civil rights. Fighting the Radical Right with well-organized families doesn't "just happen". It takes strategy, knowledge, sensitivity, and childcare. Learn how to frame advocacy in terms that will motivate parents. Enhance your support of our community's parents.

Presenters: **Suzette Southfox**, Family Pride Coalition, San Diego, CA

Taking the "FUN" Out of Fundamentalism

Oakland Convention Center 206

Fight the Right, Spirituality/Faith

Fundamentalists continue to be a powerful and influential force in our culture. Many of them are on the front lines of antigay sentiment and often fuel the rhetoric of hatred and intolerance against the LGBT community. They state that the basis of their beliefs stem from the idea of the "inerrancy" of the bible. Some want gays and lesbians to undergo "change" or "reparative therapy". Dr. Sylvia Rhue views this as a move to make lesbians and gay men betray the sacred covenant we have with our own souls. This workshop deconstructs the paradigms of religious intolerance and hostility by exploding the myths of biblical inherency and will create discussions on how to have a life that reflects a spiritualized moral intelligence, free of sexual guilt and the psychologically imbued texts of terror that have damaged our culture and our souls.

Presenters: **Sylvia Rhue**, Woman Vision, Los Angeles, CA

LGBT Veterans: Workin' the System!

Jewett H

Military/Veterans

This workshop will present some of the history of discrimination and a description of the current "don't ask, don't tell" policy. This will include the type of discrimination faced by LGBT veterans both during active duty as well as after they have been discharged. Finally, a description will be included of what kinds of educational programs can be developed to support LGBT veterans both within veteran's organizations and queer organizations.

Presenters: **Pat Ashbrook**, Office of Veterans Affairs, Palo Alto, CA

Executive Directors Roundtable (A)

Oakland Convention Center Rm 210

Organizational Development

This mini-institute for executive directors of queer organizations is designed as a forum to explore the issues and challenges we face as institutional leaders. Topics may include burnout, staff and board communication, long-range planning, donor relations, support systems, and organizational leadership. The moderators/facilitators for this roundtable are experienced executive directors from around the country who serve in a variety of local and national organizations with a broad range of experience. Open only to executive directors.

Presenters: **Richard Burns**, Executive Director, Lesbian & Gay Community Services Center of NYC, New York, NY; **Anne DeGroot**, Executive Director, OutFront Minnesota, Minneapolis, MN; **Kevin Cathcart**, Executive Director, Lambda Legal Defense and Education Fund, New York, NY; **Joan Garry**, Executive Director, Gay & Lesbian Alliance Against Defamation, New York, NY; **Paul Kawata**, Executive Director, National Minority AIDS Council, Washington, DC, **Kevin McGruder**, Executive Director, Gay Men of African Descent, New York, NY

Challenging Issues of Race, Class, and Gender Within the Movement: How To Work With Our Allies Without Killing Them First

Oakland Convention Center 205

People of Color

This panel will examine the links among economic, social, and cultural attacks on People of Color within the LGBT movement. Conservative forces have effectively shifted national politics to the Right. How has this shift impacted the Left? And, more importantly, how does this impact our relationship to the Left? How do we identify and challenge conservative trends and tactics emerging from our allied communities and organizations?

Presenters: **Don Kao**, New York, NY

Creating Familias: Queer Latinos & Latinas Organize to Promote Visibility and Empowerment

Board Rm 417

People of Color, Families

This workshop examines the need for the existence of organizations catering to queer Latino youth and other queers of color. It will explore the affecting us simultaneously resulting from our double minority status and encourage the creation of visibility and awareness. Because the experiences we face are not limited to queer Latino youth we will discuss the need for cross-cultural organizing and ways to contribute to the richness of the LGBT community.

Presenters: Maria Guerrero, *La Familia, South Gate, CA*; Ray Fernandez, *La Familia, Los Angeles, CA*; Xochitl Marquez, *La Familia, Los Angeles, CA*; Elias Enciso, *La Familia, Los Angeles, CA*

Corporate Buyout of the Movement: At What Point Are We For Sale?

Oakland Convention Center 207

Political Q's

Nike, Coors, tobacco money, GAP sponsors—these and many other corporate interests have stirred controversy within the LGBT community over the years. This panel will examine the numerous ways in which commercial interests test our principles and seduce us to desert our own vital interests. The discussion will examine the tug of financial pressures upon our prize projects and programs. Speakers will explore the challenge of meeting those needs without selling our souls to corporate power.

Presenters: Howard Wallace, *Service Employees International Union—Health Care Workers Union, Local 250, San Francisco, CA*; Betsy Reed, *The Nation, New York, NY*; Jerry Sloan; Lee Badgett, *Director, Institute for Lesbian & Gay Strategic Studies, Amherst, MA*

What's Sex Got to Do With It? (B)

Jewett F

Sexual Politics

See description in Session 6.

Civil Rights for Transgendered People: An Overview of Existing Statutes and Legislative Strategies

Jewett B

Transgender Issues

Now that over twenty municipalities and one state have enacted laws protecting transgender people from discrimination, this panel will serve as an opportunity to take stock of what has been accomplished so far and to share some of the hard-won wisdom earned in the trenches with other activists, including: drafting effective statutory language, typical objections to transgender rights, how activists can respond to them, and talking points.

Presenters: Paisley Currah, *Professor, City University of New York, Brooklyn, NY*; Jamison Green, *Female-To-Male International, San Francisco, CA*; Shannon Minter, *National Center for Lesbian Rights, San Francisco, CA*; Dawn Wilson, *It's Time! Kentucky, KY*

The ABC's of DPB's: How to Win Domestic Partnership Benefits

Board Rm 410

Workplace

This workshop will cover all the basics of winning domestic partnership coverage in the public, private, and governmental sectors.

Presenters: Sally Kohn, *Research Fellow—Policy Institute, National Gay and Lesbian Task Force, New York, NY*; Kim Mills, *Education Director, Human Rights Campaign, Washington, DC*; T. Santora, *Pride At Work—AFL-CIO, Washington, DC*; Cynthia Goldstein, *City & County of San Francisco, San Francisco, CA*

Building Bridges Training Workshop

Oakland Convention Center Rm 212

Workplace

The Building Bridges Training workshop will present a successful model program and curriculum for addressing homophobia and other issues concerning LGBT people in the workplace. The training has been adapted to such workplaces as corporations, social service and government agencies, schools, and churches. The workshop will incorporate portions of the actual Building Bridges Training as well as a discussion of ways to make the training relevant to specific workplaces and communities.

Presenters: Jonathan Messinger, *Pride Collaborative at the United Way, San Francisco, CA*; Yvonne King, *Pride Collaborative, San Francisco, CA*; Janice Steele, *Pride Collaborative, San Francisco, CA*

Free to Be... Involving LGBT Youth in Advocating for Their Health

Jewett C

Youth

How can LGBT youth take a stand in advocating for our own health and learn critical skills to think about media, alcohol and tobacco industries, body image, or safer sex? How do we stay healthy when we feel isolated, scared, or lonely? Free to Be will go beyond the "at risk" model and discuss creating an environment that is peer based, critical, and involves LGBT youth in health in an organic, dynamic way.

Presenters: Jayme Peta, *California Lavender Smokefree Project, San Francisco, CA*; Mario Balcita, *Lavender Youth Recreation & Information Center, San Francisco, CA*; Jessica Meyer, *Health Initiatives for Youth, San Francisco, CA*; Mazdak Mazarei, *The Wedge Program, San Francisco, CA*

session eight sat 6:00 pm - 7:30 pm

A Seat at the Table: Apportionment and Redistricting, the Next Queer Civil Rights Issue

Jewett H

Elections/Campaigns

After next year's census and after Congressional seats are apportioned among the states, the boundaries of many Congressional, state legislative, and city council voting districts will be redrawn to comport with population changes. Redistricting can provide opportunities for better representation of GLBT communities, but also offers an opportunity for conservatives to factionalize and dilute our voting strength. This workshop will give an overview of the redistricting process, surveying both legal and political issues, review some of the strategies used in 1990 to draw voting districts with strong GLBT influence, and outline upcoming challenges.

Presenters: Glenn Magpanaty, Asian American Legal Defense & Education Fund, New York, NY; Robert Bailey, Rutgers University, Camden, NJ; Darren Rosenblum, New York, NY; Karin MacDonald, Program Director, University of California at Berkeley, Berkeley, CA

Winning Elections To Positively Position Your Public Policy Agenda

Oakland Convention Center Rm 206

Elections/Campaigns

Using a pragmatic political strategy to choose candidates, allocate resources, construct a voter guide, follow through on campaign work, and track and monitor the votes of elected officials, we have been able to successfully advance our public policy agenda. Veteran field organizers will examine the strategies used in this winning formula.

Presenters: Ralph Wilson, Down State Field Coordinator, Empire State Pride Agenda, New York, NY; Allan Richards, Upstate Field Coordinator, Empire State Pride Agenda, Rochester, NY

Fighting Hostile Family Legislation: Challenging the Radical Right

Oakland Convention Center Rm 211

Families, Legislative

Because LGBT folks are now seen as wanting marriage, children, and safe schools, the Radical Right has repositioned their attacks on our families. A comprehensive briefing on current and family hostile legislation will be presented. A forecast for 2000 legislation hostile to families will be discussed, and, most importantly, strategies on organizing and effectively fighting this kind of legislation

will be presented. Learn from national advocates and experts in the frontline of LGBT family legislative issues.

Presenters: Suzette Southfox, Family Pride Coalition, San Diego, CA

How To Access Foundation Funding

AJ Toppers

Fundraising

When do you decide to seek foundation funding? Where do you look for potential funders? How do you approach a foundation? What can you do to increase your chance for success? Don't miss this opportunity to hear from funders about what they look for in proposals and what pitfalls to avoid. Bring those questions you've always wanted to ask.

Presenters: Nancy Cunningham, Director, Working Group on Funding Gay & Lesbian Issues, New York, NY; Katherine Acey, Executive Director, Astraea Foundation, New York, NY; Randall Shields, Director of Public Relations, AT&T, San Francisco, CA; Grace Flannery, Lesbian Health Fund, San Francisco, CA; Ellen Gurzinsky, Executive Director, The Funding Exchange, New York, NY; Mike Roque, Executive Director, Grassroots Institute for Fundraising Training, Denver, CO

Creating & Implementing a Gender Identity Law

Jewett B

Gender Issues, Legislative

This presentation will provide information on San Francisco's Nondiscrimination Ordinance that includes gender identity as a protected class. The ordinance, implemented in January of 1995, protects individuals from gender identity discrimination in employment, housing, and public accommodations. Panelists will provide a history of the San Francisco law and the significance of community activism and involvement in passing the law, models in implementing the gender identity law, and the status of the law since it was first enforced.

Presenters: Larry Brinkin, City & County of San Francisco Human Rights Commission, San Francisco, CA

Give Me Your Tired, Your Poor, Your Huddled Masses Yearning to be...QUEER???

Oakland Convention Center Rm 212

International

This panel will present the complex and rich history of LGBT immigrants over the past century. Panelists will provide information about immigrants in queer liberation struggles, LGBT life in various immigrant communities, the United States immigration policy, and contemporary issues facing LGBT immigrants such as asylum and the quest for recognition of same-sex partnerships.

Presenters: Dusty Araujo, Asylum Program Coordinator, International Gay & Lesbian Human Rights Commission, San Francisco, CA

Queer Culture / Queer Health: Can Both Work Together, and Why?

Board Rm 417 *Men's Health/Culture*

Some community organizations are using more than just health messages to reach their communities. These organizations are using cultural and health events to promote better health and stronger communities. From arts events to good old hayrides these new organizations are finding innovative ways to reach out to our community. Come see how they did it, why, and what works and doesn't work.

Presenters: Jason Kangal, Washington, DC; Michael Crawford, Fabulous Boys Network, Houston, TX

Dismantling the Queer Ruling Class, Or How to Build an Economic Justice Movement in Queer Communities & Organizations

Oakland Convention Center Rm 205 *Movement Building*

A look at what economic justice issues are and how they intersect with queer issues. A panel of activists will explain how they incorporate economic justice into their work. They will recommend a plan for how other activists and groups can do the same and urge the national movement to do more work in the area of economic justice, including living wage and shelters for queer homeless folks.

Presenters: Jim Mitulski, Metropolitan Community Church of San Francisco, San Francisco, CA; Tommi Avicoli Mecca, San Francisco, CA; John Tunui, Simply Supper, San Francisco, CA; Eileen Hansen, Committee for an Open Process, San Francisco, CA; Tia Martinez

Executive Directors Roundtable (B)

Oakland Convention Center Rm 210 *Organizational Development*

See description in Session 7.

Keeping Within the Lines: Legal Compliance & Survival Strategies for Lobbying Organizations, PACs, & Foundations

Board Room 410 *Organizational Development*

Steering your non-profit lobbying organization, foundation, or political action committee through the wilds of the tax and election laws can be fraught with hidden dangers and pitfalls if you are not familiar with the legal lay of the land. Learn more about federal and state non-profit/tax and election laws to ensure that your organization stays in the clear.

Presenters: Tony Varona, Legal Director, Human Rights Campaign, Washington, DC; Kevin Layton, Deputy Legal Director, Human Rights Campaign, Washington, DC

The Brainstorm Workshop (D)

VIP Parlor 1911 *Organizational Development*

See description in Session 1.

Queer Futures

Jewett C *Organizing*

Under Richard Nixon's presidency, progressive social/economic legislation and civil rights policies were enacted, while under Clinton welfare provision and civil rights have contracted. Why? Because Nixon contended with challenging, grassroots, militant, disobedient social movements, movements that interacted and came to embody each other. This workshop will focus on how the politics of disruption, politics that recognize the serious dangers of thinking and acting in a way complicit with power and injustice, have been crucial for social movements to create change. Stop the polling, build an alternative.

Presenters: Margaret Cerullo, Professor, Hampshire College, Cambridge, MA; Kara Keeling, Chapel Hill, NC; Chandron Reddy, Audre Lorde Project, Brooklyn, NY; Robert Haaland, San Francisco Tenants' Union, San Francisco, SF; Carmen Shorter, Washington, DC

The SIGNS Are Clear: One Community-Based Organization's Efforts to Create Safer Schools

Oakland Convention Center Rm 213 *Public Schools, Youth*

Want to create a safer environment for LGBT young people in schools? The SIGNS Project of the Youth Enrichment Services Program of the NYC Lesbian & Gay Community Services Center takes a youth empowerment stance on creating change within the New York City schools. From weekly skills-building and networking meetings to giving voice to queer students on-line, SIGNS, the group for students fighting to end homophobia in schools, is making a difference.

Presenters: Miriam Yeung, Lesbian & Gay Community Services Center of NYC, New York, NY

SEXfiles: The Truth is Down There

Jewett F

*Sexual Politics,
Women's Health/Culture,
Men's Health/Culture*

The Safer Sex Sluts will challenge the overarching global conspiracy of erotophobia: the fear of a sexual planet by providing tips and techniques to navigate safer sex with all genders. The ins and outs of latex, lube, gloves, condoms, plastic wrap, toys, Glyde Dams, Reality condoms, and more (!) will be demonstrated using explicit sex and body positive language and role modeling. A hot, highly informative hands-on non-judgemental experience. Feel no shame for your desire.

Presenters: Lani Ka'ahumanu, *Safer Sex Sluts*, Board of Directors, National Gay and Lesbian Task Force, San Francisco, CA; **Monica McLemore**, **Cianna Stewart**, **Jenny Mork**, **Julius Crane**, **William Bland**, **Dominique Flame Leslie**, **Jen Yee**, **Eddie Kaufman**, **Shadow Morton**, **Gerard Palmieri**, **Blake Smith**, *Safer Sex Sluts*, San Francisco, CA

WebBuilding: Launching and Promoting a Web Site (C)

East Hall

Technology

See description in Session 2.

Transgender Workplace Issues

Oakland Convention Center Rm 207

Workplace, Transgender Issues

Workplace issues for transgendered people differ somewhat from those of gay, lesbian, & bisexual workers. In this presentation, the employment concerns of transsexual men and women, cross-dressers, and intersex individuals will be illustrated by panelists' personal experiences. We will discuss how legal provisions, corporate policies, unions, employee support groups, and alliances between transgendered and GLB workers can be used to promote fair treatment in the workplace for both groups.

Presenters: Janis Walworth, *Center for Gender Sanity*, Westchester, CA; **Michele Kammerer**, *Center for Gender Sanity*, Westchester, CA

session nine sunday
9:00 am - 10:30 am

National Gay and Lesbian Task Force Membership Meeting

Oakland Convention Center 208

Preventing Violence at Home: Innovative Responses to Same-Sex Battering

Oakland Convention Center 205

Anti-Violence

This workshop will focus on current strategies for recognizing and responding effectively to same-sex battering. Specific attention will be paid to populations affected by same-sex battering that are often overlooked in more traditional approaches to this problem. Specifically, the workshop will focus on the experiences of transgender people, queer Asian women who are battered, and gay male perpetrators of abuse. In addition, one presenter will provide a general overview of same-sex battering.

Presenters: Patrick Letellier, *Center for AIDS Prevention Studies*, San Francisco, CA; **Joy Caneda**; **Shawn Virago**; **Amy Caffrey**

Student Alliance for Fairness & Equality: Creating Inclusive and Lasting Change

Oakland Convention Center Rm 206

Campus, Elections/Campaigns

We will explore how a single-issue campaign can be used to accomplish larger social justice goals. Specifically, we want to engage in a dialogue about our struggles and successes with the following issues: How do we find common ground both within and outside our community to build effective coalitions? How do we prevent the "Knight fight" from becoming a "white fight"? How do we, as students with various degrees of class privilege, reach a broad base of all youth? How do we change the hearts and minds of Californians in order to ensure both short-term success with this campaign and long-term success in creating a more fair society? How will we use our structure to create a lasting coalition of activists for sustained change?

Presenters: Tara Borelli, *Student Alliance for Fairness and Equity*, Berkeley, CA

Queer Youth Organizing To Fight the Right

Jewett H

Fight the Right, Youth

The Basic Rights Oregon Queer Youth Network is a newly-formed program for training GLBT youth as activists in voter mobilization and education and grassroots organizing. The presenters of this workshop (one youth and one young adult) will provide training in some skills for building successful youth activist networks and share a model of what worked for the Basic Rights Oregon youth. Workshop participants will have an opportunity to discuss ways to make activist groups more youth-friendly.

Presenters: Nerissa Ediza, *Basic Rights Oregon*, Portland, OR; **Julie Vitells**, *Basic Rights Oregon*, Portland, OR

Living Wage, Health Care, and Queer Workers

Jewett C

*Health, Movement Building,
Organizing, Political Q's*

Every worker needs healthcare and a living wage. Yet in many gay businesses workers go without both of these things. Why are these essential issues for the queer movement? How can we make the movement take on these issues? How are queer activists fighting on these fronts? What can other activists do to aid the fight for national healthcare and a living wage for all?

Presenters: Criss Romero, Harvey Milk Democratic Club, San Francisco, CA; Howard Wallace, Service Employees International Union—Local 250, San Francisco, CA; Nancy Wohlforth, OP Employees International Union—Local 3 & Pride at Work, San Francisco, CA

Tenants Issues Are Our Issues: How Queer Activists Can Build A Movement

Jewett B

Movement Building

A panel of Bay Area tenant activists will talk about their work defending the rights of renters and tenants against the interest of big landlords and developers. They will look at how queer activists have been in the forefront of the "housing is a right" movement even when that activism has pitted them against other gays and lesbians. Finally, they will call on activists to take up the fight for rent control, housing for all, and people before profits.

Presenters: Robert Haaland, San Francisco Tenants Union, San Francisco, CA; Steve Collier, Tenderloin Housing Clinic, San Francisco, CA; Jaime Cortez, Program Manager, Galeria de la Raza, San Francisco, CA; Tom Calvanese

Lesbian and Gay Programming on Public Television

Jewett G

Organizing

This workshop provides an overview of the continued debate about lesbian and gay programming on public television, with a focus on "In The Life," the national lesbian and gay newsmagazine. Representatives of "In The Life" discuss the challenges that controversial programs present to stations, and how advocacy is key to getting programs with gay content onto public television. "In The Life" stories dealing with lesbian and gay beyond the GLBT communities will be screened and opportunities for GLBT video journalists to contribute to the series will be discussed.

Presenters: Charles Ignacio, Executive Producer, In The Life Media, Inc., New York, NY

David & Goliath: Grassroots Bookstores vs. Corporate Giants

Board Room 410

Other

The Bay Area is seeing the emergence of franchise bookstores, such as Barnes & Nobel, Borders Books, & Amazon.com on the Internet. Nationwide, close to a thousand small, genre, and independent bookstores were put out of business. Four Bay Area grassroots bookstores will tell their story of survival.

Presenters: Richard Labonté, A Different Light Books, San Francisco, CA; Tami Graham, Gaia Books, Berkeley, CA; Alice Molloy, Mama Bear Books, Oakland, CA

People of Color Institute Re-Group

Jewett A

People of Color

Join participants of the People of Color Organizing Institute to debrief the weekend and begin planning for next year's People of Color Organizing Institute.

Presenters: Don Kao

Butch

Jewett F

Women's Health/Culture

Butch identity has been reviled and celebrated at different times, among different races and classes, in different parts of the country, and in the lesbian community. Many masculine women have a love/hate relationship with the identity and have often come through great personal struggle to finally accept themselves as Butch. In recent years there has been a growing movement of lesbians who have, with great joy and liberation, defined themselves as Butch. At the same time this identity has also been threatened as many, especially younger butches, have also made the decision to transition to male (FTM). This workshop will begin to address the need to build butch-defined space to explore identity, masculinity, femaleness, and feminism.

Presenters: Marj Plumb, Marj Plumb & Associates, Albany, CA; Margaret Sloan Hunter; Joan E. (JEB) Biren, Takoma Park, MD

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